

**FY03 Army Civilian Attitude Survey  
Total Army and 7 MACOMS  
Results for Civilian Employees**

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# About This Report

## About This Employee Report

**Survey Background** – One of the main goals of Army is to be judged the employer of choice by its civilian employees. For over 25 years, Army has periodically surveyed the morale of its workforce. In 2003 Army implemented a web-based version of the Army Civilian Attitude Survey. Over 33,000 employees and close to 7,000 supervisors "logged on" and completed the survey. The Internet survey method allowed Army to conduct a census of its entire US-citizen, appropriated and non-appropriated fund, civilian workforce. What follows are the results from this survey.

**Employee Survey Content** – The Army Civilian Attitude Survey for Employees is composed of a series of core and supplemental items.

**Composites** – The survey includes a number of scaled items that were grouped in 18 composites. Each composite is made up of multiple items. In the table below are the composite labels, the items (in parentheses) and a brief composite description.

Composite Label	Composite Description
Satisfaction with "Civilian Personnel" Service (q2-q13)	Employees' overall satisfaction with the level of service received from personnel.
Satisfaction with Job (q14-q18)	Employees' satisfaction with their current job.
Satisfaction with Career (q19-q21)	The extent to which employees recommend their career to others.
Satisfaction with First Line Supervisor (q22-q29)	Employees' relationship with their first line supervisor (interaction, competence, support for employee, etc.).
Satisfaction with Management (q30-q34)	Employees' satisfaction with upper-level management (second line supervisor and above).
Satisfaction with Job Placement/Promotion System (q35-q38)	Perceptions of promotion processes (e.g., fairness) and outcomes (e.g., quality of candidates).
Satisfaction with Awards and Recognition (q39-q42)	Extent to which employees feel they are personally recognized and that others are fairly awarded.
Satisfaction with Discipline/Grievances/ EEO Procedures (q43-q46)	Employees' perceptions of how they and others are treated with regard to grievance and disciplinary procedures.
Satisfaction with Work Group (q47-q49)	Employees' assessment of work group on cooperation, effectiveness, and efficiency.
Satisfaction with Training and Development (q50-q52)	Satisfaction with the amount of training employees have received and the level of support they receive for additional training.
Satisfaction with Fairness (q53-q58)	Employees' perceptions that others are treated fairly, regardless of gender or race, and that they can report instances of discrimination without fear of retribution.
Satisfaction with Physical Conditions (q59-q61)	Employees' satisfaction with safety and physical working conditions.
Civilian Workplace Morale (q14-q38)	Composite of satisfaction with job, career, first line supervisor, management (second line supervisor and above), and job placement/promotion system.

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Composite Label	Composite Description
Your Organization (q62-q74)	Employees' assessment of the work environment (e.g., good working relationships, support, communication, empowerment, productivity, resources, etc.).
Performance Culture (q75-q77)	Extent to which employees feel that the culture supports high performance.
Strategic Planning (q78-q80)	Employees' perceptions of communication and effectiveness of planning in their organization.
Customer Satisfaction (q81-q83)	Employees' assessment of customer interactions and their satisfaction with products and services of work group.
Diversity (q84-q85)	Extent to which all civilian employees are valued and work together, regardless of differences (e.g., gender, race, religion).

**Supplemental Items** – In addition to the core items and their composites, the civilian attitude survey included a series of *supplemental* items that dealt with specific issues:

- Harassment (q86-q88)
- Army Knowledge Online (AKO) (q89-q91)
- Army Civilian Personnel OnLine (CPOL) Applications (q92-q95)
- Family Friendly Flexibilities (q96-q102)
- Career/Retirement Plans (q103-q107)
- Feedback on Survey Results (q108-q109)

However, because these supplemental items included both nominal (e.g., yes/no) and scaled (5=Strongly Agree, 4=Agree....) response options, composite scores were not computed.

Results for all items (core and supplemental) can be seen in the item detail section of the report – immediately following the composite summary pages.

**Response Rates** - Participants were asked to complete their surveys and return them electronically to Army, which then forwarded the data to an independent research and consulting firm for processing. Of the approximately 213,547 Army civilian appropriated fund employees and supervisors who were invited to complete the attitude survey, 39,950 returned surveys for a 19% response rate. The response rate for Total Army allows results to be generalized at a 95% confidence level to  $\pm 0.4$  percentage points. This means that if 60% of the survey respondents are satisfied with a particular item, we can be very confident (95% sure) that between 59.6% and 60.4% of the civilian employee population hold the same view.

For Army civilian appropriated fund employees, the results are similar. Of the 187,078 employees who were invited to complete the survey, 33,034 responded for a response rate of 18%. This yields a margin for employees of  $\pm 0.5$  percentage points. This means that the data presented in this report are generalizable to the population of Army civilian employees.

In the table on the next page, this same information is presented by MACOM, Region, Race, Pay Plan, Gender and NAF.

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<b>MACOM (AF)*</b>		<b>Population**</b>	<b>Responses</b>	<b>Response Rate</b>	<b>Margin +/-</b>
Total Army***		187,078	33,034	17.66%	0.5
AMC		46,287	6,724	14.53%	1.1
FORSCOM		10,808	1,999	18.50%	2.0
MEDCOM		26,364	3,609	13.69%	1.5
TRADOC		15,626	3,596	23.01%	1.4
USACE		32,596	8,451	25.93%	0.9
USAREUR		7,052	791	11.22%	3.3
OTHER		48,341	7,863	16.27%	1.0
<b>Region (AF)*</b>		<b>Population**</b>	<b>Responses</b>	<b>Response Rate</b>	<b>Margin +/-</b>
Europe		11,017	1,456	13.22%	2.4
Korea		1,598	209	13.08%	6.3
North Central		31,626	4,400	13.91%	1.4
Northeast		37,726	6,481	17.18%	1.1
Pacific		6,320	821	12.99%	3.2
South Central		35,746	6,822	19.08%	1.1
Southwest		32,255	7,826	24.26%	1.0
West		30,014	4,984	16.61%	1.3
		<b>Population**</b>	<b>Responses</b>	<b>Response Rate</b>	<b>Margin +/-</b>
<b>Race (AF)*</b>	Non-Minority	126,621	25,633	20.24%	0.5
	Minority	52,889	6,970	13.18%	1.1
<b>Pay Plan (AF)*</b>	GS	156,364	30,016	19.20%	0.5
	WG	30,533	3,011	9.86%	1.7
<b>Gender (AF)*</b>	Female	78,060	15,384	19.71%	0.7
	Male	109,010	17,650	16.19%	0.7
<b>NAF</b>		27,079	1,265	4.67%	2.7

\*AF: response rates for MACOM, Region, Race, Pay Plan and Gender refer to Appropriated Fund (AF) employees only. Non-Appropriated Fund (NAF) response is represented in the last row.

\*\*Population figures as of August, 2003. These population figures do not account for employee losses to Army during the survey administration period and therefore should be considered conservative.

\*\*\*Populations and responses in each table may not necessarily sum to the Total Army population and Total Army responses because of missing and skipped items.

Installation response rates and margins of error can also be obtained from the Army Point of Contact, Mr. Murray Mack at (703) 325-8684 (DSN 225-8684) or email [murray.mack@asamra.hoffman.army.mil](mailto:murray.mack@asamra.hoffman.army.mil).

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**Item Scoring** – To accurately interpret data, it is necessary to understand how items are scored. The multiple-choice (scaled) items asked employees to respond on a scale of 1-5 with 5 being most favorable (Strongly Agree; Very Good) and 1 being least favorable (Strongly Disagree; Very Poor). For these types of items, the five response categories were collapsed into three, as shown below. The percentage of responses in each category (Favorable, Neutral, Unfavorable) are then presented in 3-part bars.

Favorable		Neutral	Unfavorable	
5	4	3	2	1
Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
Very Good	Good	Neither Good Nor Poor	Poor	Very Poor

**Organization of the Report** – Results for each group and sub-group in this report are compared to Army Overall.

Results are presented in the following sections:

- Results Summary:** This section contains overall summary information which includes:
  - ✓ Ten most favorable/ten most unfavorable items: This section displays in rank-order the ten most favorable items and ten most unfavorable items for Total Army and for each subgroup comparison.
  - ✓ Composite summaries: A quick overview of the Composite results for Total Army and for each subgroup comparison. Composites are presented in the same order as they appeared in the survey. Three-part bar graphs display average percentages of favorable, neutral, and unfavorable responses to the composites. The last column indicates the number of individuals in each group [Total Army and for each subgroup comparison] who responded to the items in the composite.
  - ✓ Historical comparisons to the 2001 survey composites are displayed where possible in the column labeled “Pct Fav Diff from 2001”. If there is not a match between a 2003 and 2001 composite, this column displays a dash (--).
  
- Item Detail:** This section provides a detailed look at results for each question, including a composite summary at the beginning of each group of items.
  - ✓ For the scaled items (5=Strongly Agree, 4=Agree...), three-part bar graphs again display percentages of favorable, neutral, and unfavorable responses. In addition, the Category Percent column details the percentage of responses in each category, while the next columns display item means, standard deviations, and valid N’s (the number of responses to each item).
  - ✓ For the nominal items (e.g., yes/no), the percentage of individuals selecting each response option is displayed by a one-part bar, with the actual number who selected each option listed in the last column.
  - ✓ Historical comparisons to the 2001 survey questions are displayed where possible in the column labeled “Pct Fav Diff from 2001”. If there is not a match between a 2003 and 2001 item, this column is not present or displays a dash (--).

**Interpreting the Results:** Surveys are valuable when data are analyzed, results are communicated to employees, and information is acted upon in the spirit of continuous improvement. The purpose of this section is to provide some general guidelines on interpreting data. The guidelines below are consistent with well-established industry standards for employee opinion survey research.

Begin by getting an overview of the results by reviewing the 10 Most Favorable/10 Most Unfavorable Items. Then use the following steps to thoroughly interpret the survey results.

**1. Using the information in the Results Summary section, classify the Composites using the following criteria:**

**Strengths:** At least 60% favorable response AND less than 20% unfavorable response. These are the issues that are working well for the majority of respondents, and should be maintained and reinforced.

**Opportunities for Improvement:** 30% or higher unfavorable response OR at least 20% unfavorable and less than 50% favorable response. These are the issues where action is indicated, either because the negative perceptions are large (over one-third of the group) or are large enough to overbalance a relatively small positive group.

**Mixed:** Mixed Items are items for which additional examination/clarification is needed to determine the best actions to take. A classic Mixed Item is one that doesn't fall neatly into either the Strength or Opportunities for Improvement category, e.g., 57% favorable/ 20% neutral/ 23% unfavorable.

**Undecided:** If the neutral category is 30% or more, the issue is *undecided*, which may be the result of respondents' unfamiliarity with the issue, concerns about confidentiality, inconsistency, or perceptions of the issue as "average." In certain cases, *undecided* items may also be **Opportunities for Improvement**.

**Divided:** If the favorable and unfavorable percents are almost equal, or there is almost no neutral (e.g., 55% favorable/ 5% neutral/ 40% unfavorable), the issue is *divided*, which indicates that specific constituencies feel differently. This is less threatening in large groups, but in small groups may indicate that teamwork and morale are in danger. In many cases, *divided* items are also **Opportunities for Improvement**.

**2. Review the items within each Composite and classify them using the same criteria you used to classify the Composites.**

**3. Look for themes within Composites.** For each Composite, examine your classification of the items and determine whether all of the strengths or opportunities have anything in common.

**4. Look for trends across Composites.** Sometimes themes or patterns emerge that cross several survey Composites. Ask yourself:

- ✓ Are certain things (for example, a frame of reference like "manager") consistently more favorable or unfavorable?
- ✓ Do you see any contradictory responses (for example, are first-line supervisors rated differently than management)?
- ✓ Are the most favorable (or unfavorable) items from a small number of Composites? If they are from a number of different Composites, is there a common underlying theme?

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5. **Review supplemental items.** Could scores on any of the scaled supplemental items relate to other survey items or themes that you've already identified? Although many of the supplemental items deal with specific issues (for example, Harassment, OnLine Applications), problems in these areas could impact other areas such as **Satisfaction with Job** or **Satisfaction with Management**.
6. **Dealing with perceptions.** Keep in mind that survey results reflect perceptions, which differ from one person to another. You must deal with the perception, whether or not you agree with or understand its source. Do not expect to understand what everything means. You should get clarification on issues with high neutral responses, contradictory responses, and divided responses by discussing those issues with your immediate group of employees. Many internal and external events, including organizational changes, policy changes, the local economy, and recent news events may have contributed to the results. You should not use these events to rationalize your results, but consider them as potential areas of discussion.
7. **Additional Support.** For more information regarding these results and how you may better utilize the information, please phone Mr. Murray Mack at (703) 325-8684 (DSN 225-8684) or email [murray.mack@asamra.hoffman.army.mil](mailto:murray.mack@asamra.hoffman.army.mil).

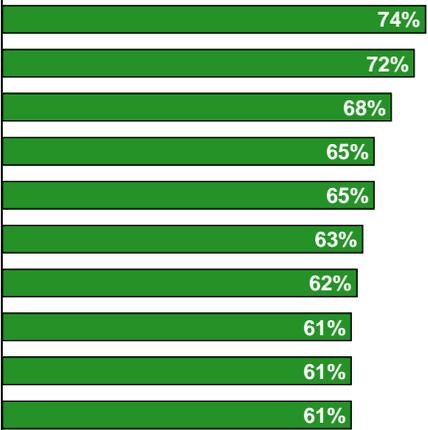
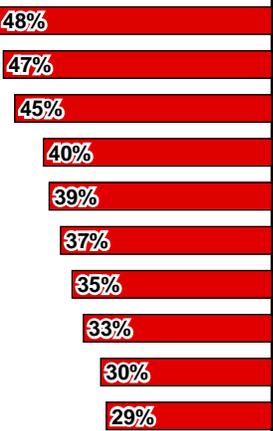
# Ten Most Favorable/Unfavorable Items

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<b>Total Army</b>	 %Favorable  %Unfavorable
<b>Ten Most Favorable Items</b>	
28. I feel free to go to my supervisor with questions or problems about my work.	 74%
27. My supervisor is competent in handling the technical parts of his/her job.	 74%
14. My job makes good use of my abilities.	 71%
18. All in all, I am satisfied with my job.	 67%
16. I find my work challenging.	 66%
19. I would recommend that others pursue a career as a civilian with the Federal Government.	 66%
25. My supervisor gives me the support and backing I need to do my job well.	 64%
23. My supervisor lets me know how well I am doing my work.	 64%
17. I am often bored with my job.*	 63%
26. My supervisor has a strong interest in the welfare of his/her employees.	 63%
<b>Ten Most Unfavorable Items</b>	
38. I am satisfied with the processes used to fill vacancies at this installation/activity.	 43%
36. When promotions are made at this installation/activity, the best-qualified people are selected.	 43%
37. Employees at this installation/activity are treated fairly with regard to job placements and promotions.	 40%
35. Employees at this installation/activity have an equal chance to compete for promotions.	 38%
33. Management rewards employees who show initiative and innovation.	 35%
29. My supervisor provides me with career counseling.	 33%
32. Management makes timely decisions.	 32%
34. Management keeps employees informed.	 30%
21. I would recommend that others pursue a career as a civilian with this organization.	 27%
15. I frequently think about quitting my job.*	 25%

\* Item is phrased in a negative manner.

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<b>AMC</b>	 %Favorable  %Unfavorable
<p><b>Ten Most Favorable Items</b></p> <p>28. I feel free to go to my supervisor with questions or problems about my work.</p> <p>27. My supervisor is competent in handling the technical parts of his/her job.</p> <p>14. My job makes good use of my abilities.</p> <p>16. I find my work challenging.</p> <p>18. All in all, I am satisfied with my job.</p> <p>19. I would recommend that others pursue a career as a civilian with the Federal Government.</p> <p>25. My supervisor gives me the support and backing I need to do my job well.</p> <p>26. My supervisor has a strong interest in the welfare of his/her employees.</p> <p>23. My supervisor lets me know how well I am doing my work.</p> <p>24. My supervisor keeps me informed about matters affecting my job and me.</p>	
<p><b>Ten Most Unfavorable Items</b></p> <p>36. When promotions are made at this installation/activity, the best-qualified people are selected.</p> <p>38. I am satisfied with the processes used to fill vacancies at this installation/activity.</p> <p>37. Employees at this installation/activity are treated fairly with regard to job placements and promotions.</p> <p>35. Employees at this installation/activity have an equal chance to compete for promotions.</p> <p>33. Management rewards employees who show initiative and innovation.</p> <p>32. Management makes timely decisions.</p> <p>29. My supervisor provides me with career counseling.</p> <p>34. Management keeps employees informed.</p> <p>31. Management treats employees with respect and consideration.</p> <p>21. I would recommend that others pursue a career as a civilian with this organization.</p>	

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<b>FORSCOM</b>		<span style="color: green;">■</span> %Favorable <span style="color: red;">■</span> %Unfavorable
<b>Ten Most Favorable Items</b>		
28. I feel free to go to my supervisor with questions or problems about my work.	74%	
14. My job makes good use of my abilities.	73%	
27. My supervisor is competent in handling the technical parts of his/her job.	73%	
18. All in all, I am satisfied with my job.	70%	
16. I find my work challenging.	68%	
17. I am often bored with my job.*	65%	
25. My supervisor gives me the support and backing I need to do my job well.	65%	
23. My supervisor lets me know how well I am doing my work.	65%	
26. My supervisor has a strong interest in the welfare of his/her employees.	64%	
22. My supervisor clearly outlines the goals and priorities for my work.	63%	
<b>Ten Most Unfavorable Items</b>		
38. I am satisfied with the processes used to fill vacancies at this installation/activity.		47%
36. When promotions are made at this installation/activity, the best-qualified people are selected.		47%
37. Employees at this installation/activity are treated fairly with regard to job placements and promotions.		45%
35. Employees at this installation/activity have an equal chance to compete for promotions.		41%
33. Management rewards employees who show initiative and innovation.		34%
29. My supervisor provides me with career counseling.		32%
21. I would recommend that others pursue a career as a civilian with this organization.		30%
32. Management makes timely decisions.		30%
34. Management keeps employees informed.		28%
20. I would recommend that others pursue a career as a civilian with the Army.		25%

\* Item is phrased in a negative manner.

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<b>MEDCOM</b>	<span style="color: green;">■</span> %Favorable <span style="color: red;">■</span> %Unfavorable										
<p><b>Ten Most Favorable Items</b></p> <p>14. My job makes good use of my abilities.</p> <p>28. I feel free to go to my supervisor with questions or problems about my work.</p> <p>27. My supervisor is competent in handling the technical parts of his/her job.</p> <p>19. I would recommend that others pursue a career as a civilian with the Federal Government.</p> <p>18. All in all, I am satisfied with my job.</p> <p>23. My supervisor lets me know how well I am doing my work.</p> <p>17. I am often bored with my job.*</p> <p>16. I find my work challenging.</p> <p>22. My supervisor clearly outlines the goals and priorities for my work.</p> <p>25. My supervisor gives me the support and backing I need to do my job well.</p>	<table border="1"> <tr><td>72%</td></tr> <tr><td>71%</td></tr> <tr><td>71%</td></tr> <tr><td>68%</td></tr> <tr><td>66%</td></tr> <tr><td>65%</td></tr> <tr><td>64%</td></tr> <tr><td>63%</td></tr> <tr><td>63%</td></tr> <tr><td>62%</td></tr> </table>	72%	71%	71%	68%	66%	65%	64%	63%	63%	62%
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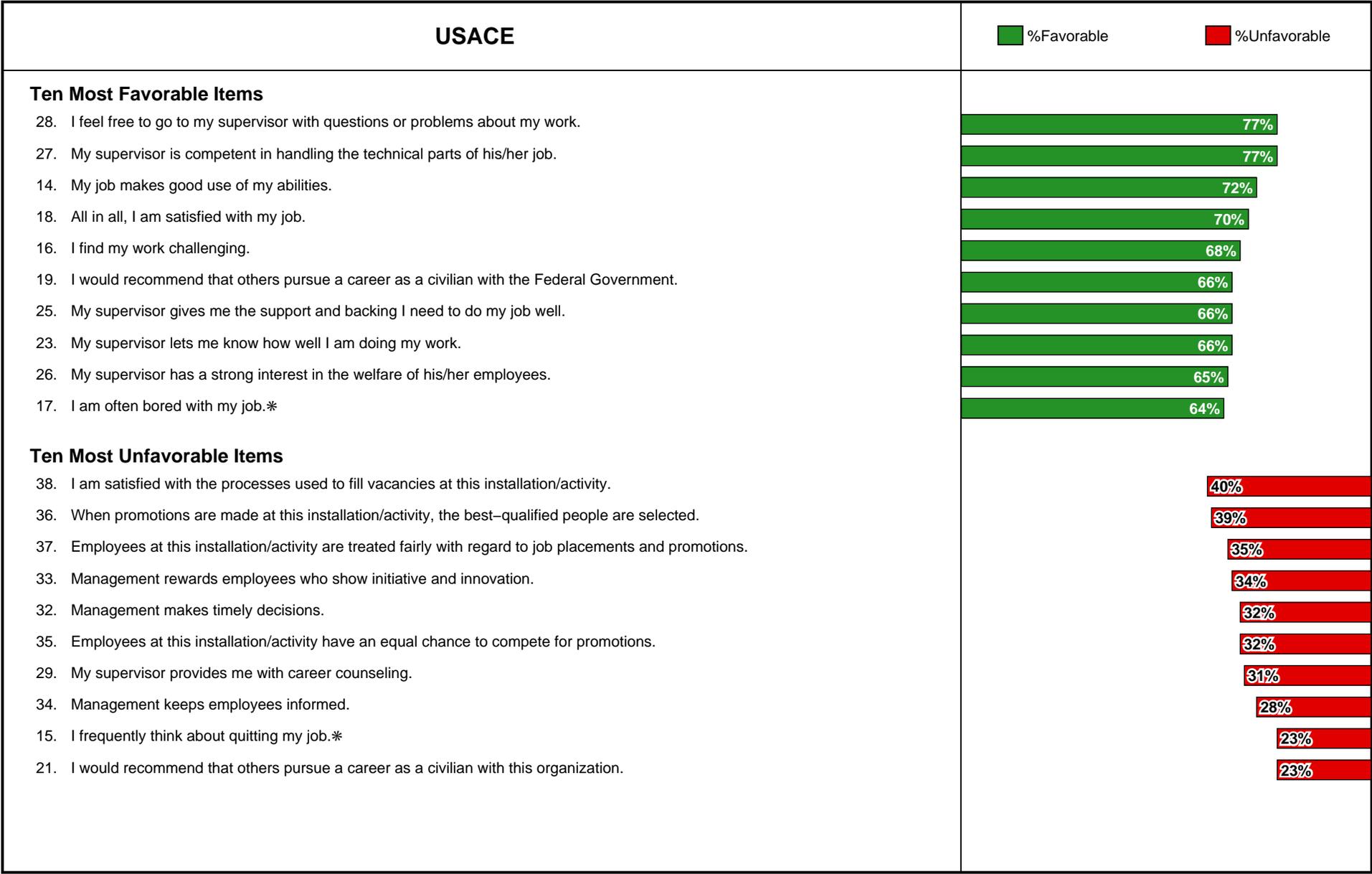
\* Item is phrased in a negative manner.

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TRADOC	<span style="color: green;">■</span> %Favorable <span style="color: red;">■</span> %Unfavorable										
<p><b>Ten Most Favorable Items</b></p> <p>28. I feel free to go to my supervisor with questions or problems about my work.</p> <p>27. My supervisor is competent in handling the technical parts of his/her job.</p> <p>14. My job makes good use of my abilities.</p> <p>18. All in all, I am satisfied with my job.</p> <p>16. I find my work challenging.</p> <p>25. My supervisor gives me the support and backing I need to do my job well.</p> <p>23. My supervisor lets me know how well I am doing my work.</p> <p>19. I would recommend that others pursue a career as a civilian with the Federal Government.</p> <p>26. My supervisor has a strong interest in the welfare of his/her employees.</p> <p>30. Management is competent.</p>	<table border="1"> <tr><td>76%</td></tr> <tr><td>75%</td></tr> <tr><td>72%</td></tr> <tr><td>69%</td></tr> <tr><td>67%</td></tr> <tr><td>67%</td></tr> <tr><td>66%</td></tr> <tr><td>66%</td></tr> <tr><td>65%</td></tr> </table>	76%	75%	72%	69%	67%	67%	66%	66%	65%	
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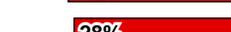
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<b>USAREUR</b>		 %Favorable  %Unfavorable
<b>Ten Most Favorable Items</b>		
28. I feel free to go to my supervisor with questions or problems about my work.	74%	
27. My supervisor is competent in handling the technical parts of his/her job.	74%	
19. I would recommend that others pursue a career as a civilian with the Federal Government.	72%	
14. My job makes good use of my abilities.	67%	
25. My supervisor gives me the support and backing I need to do my job well.	65%	
18. All in all, I am satisfied with my job.	64%	
26. My supervisor has a strong interest in the welfare of his/her employees.	64%	
16. I find my work challenging.	63%	
23. My supervisor lets me know how well I am doing my work.	63%	
24. My supervisor keeps me informed about matters affecting my job and me.	63%	
<b>Ten Most Unfavorable Items</b>		
38. I am satisfied with the processes used to fill vacancies at this installation/activity.		45%
36. When promotions are made at this installation/activity, the best-qualified people are selected.		42%
37. Employees at this installation/activity are treated fairly with regard to job placements and promotions.		40%
35. Employees at this installation/activity have an equal chance to compete for promotions.		39%
29. My supervisor provides me with career counseling.		36%
32. Management makes timely decisions.		33%
33. Management rewards employees who show initiative and innovation.		33%
21. I would recommend that others pursue a career as a civilian with this organization.		29%
34. Management keeps employees informed.		28%
15. I frequently think about quitting my job.*		25%

\* Item is phrased in a negative manner.

**Civilian Employees – FY03  
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<b>OTHER</b>		 %Favorable  %Unfavorable
<b>Ten Most Favorable Items</b>		
28. I feel free to go to my supervisor with questions or problems about my work.		<b>73%</b>
27. My supervisor is competent in handling the technical parts of his/her job.		<b>73%</b>
14. My job makes good use of my abilities.		<b>70%</b>
19. I would recommend that others pursue a career as a civilian with the Federal Government.		<b>67%</b>
16. I find my work challenging.		<b>65%</b>
18. All in all, I am satisfied with my job.		<b>65%</b>
25. My supervisor gives me the support and backing I need to do my job well.		<b>64%</b>
23. My supervisor lets me know how well I am doing my work.		<b>64%</b>
17. I am often bored with my job.*		<b>63%</b>
26. My supervisor has a strong interest in the welfare of his/her employees.		<b>63%</b>
<b>Ten Most Unfavorable Items</b>		
36. When promotions are made at this installation/activity, the best-qualified people are selected.		<b>41%</b>
38. I am satisfied with the processes used to fill vacancies at this installation/activity.		<b>40%</b>
37. Employees at this installation/activity are treated fairly with regard to job placements and promotions.		<b>38%</b>
35. Employees at this installation/activity have an equal chance to compete for promotions.		<b>37%</b>
29. My supervisor provides me with career counseling.		<b>34%</b>
33. Management rewards employees who show initiative and innovation.		<b>33%</b>
32. Management makes timely decisions.		<b>32%</b>
34. Management keeps employees informed.		<b>30%</b>
21. I would recommend that others pursue a career as a civilian with this organization.		<b>29%</b>
15. I frequently think about quitting my job.*		<b>28%</b>

\* Item is phrased in a negative manner.

# Composite Summary

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Composite Summary	PERCENT OF RESPONDENTS			Pct Fav Diff from 2001	Number of Respondents
	 = Favorable	 = Neutral	 = Unfavorable		
<b>Satisfaction with Civilian Personnel Service</b>					
Total Army	57%	24%	19%	↑1	33,830
AMC	55%	25%	20%	0	6,686
FORSCOM	57%	24%	19%	↓2	2,083
MEDCOM	55%	25%	20%	0	3,564
TRADOC	61%	23%	17%	↓1	3,690
USACE	59%	24%	17%	↑3	8,348
USAREUR	51%	24%	25%	↓1	805
OTHER	57%	23%	19%	↑2	8,654
<b>Satisfaction with Job *</b>					
Total Army	65%	16%	19%	↑1	33,914
AMC	63%	16%	21%	↑1	6,724
FORSCOM	67%	16%	18%	↑2	2,086
MEDCOM	63%	17%	20%	↓1	3,561
TRADOC	66%	16%	18%	↑2	3,683
USACE	67%	16%	17%	↑1	8,383
USAREUR	63%	17%	20%	↓1	799
OTHER	63%	17%	20%	0	8,678

\* Composite includes reverse-scored items.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Composite Summary	PERCENT OF RESPONDENTS			Pct Fav Diff from 2001	Number of Respondents
	 = Favorable	 = Neutral	 = Unfavorable		
<b>Satisfaction with Career</b>					
Total Army	59%	20%	22%	↑3	33,887
AMC	58%	19%	23%	↑7	6,717
FORSCOM	55%	20%	26%	↑5	2,081
MEDCOM	60%	20%	20%	↓2	3,560
TRADOC	60%	19%	21%	↑8	3,680
USACE	60%	19%	20%	0	8,371
USAREUR	61%	19%	20%	↑4	803
OTHER	58%	20%	22%	↑2	8,675
<b>Satisfaction with First Line Supervisor</b>					
Total Army	63%	16%	20%	↓1	33,768
AMC	61%	17%	22%	↓1	6,687
FORSCOM	64%	16%	20%	↓1	2,073
MEDCOM	62%	16%	22%	↓3	3,551
TRADOC	65%	16%	19%	↓1	3,678
USACE	65%	16%	19%	↓1	8,352
USAREUR	64%	15%	22%	↓1	800
OTHER	63%	16%	21%	↓2	8,627

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Composite Summary	PERCENT OF RESPONDENTS			Pct Fav Diff from 2001	Number of Respondents
	 = Favorable	 = Neutral	 = Unfavorable		
<b>Satisfaction with Management</b>					
Total Army	49%	23%	28%	↓1	33,476
AMC	43%	24%	33%	↓2	6,653
FORSCOM	51%	22%	27%	↓1	2,060
MEDCOM	48%	22%	29%	↓4	3,513
TRADOC	54%	21%	24%	↑3	3,630
USACE	49%	24%	27%	↓1	8,299
USAREUR	52%	21%	27%	↓2	790
OTHER	50%	22%	28%	↓1	8,531
<b>Satisfaction with Job Placement/Promotion System</b>					
Total Army	31%	27%	41%	↓2	32,397
AMC	28%	26%	45%	↓2	6,501
FORSCOM	27%	28%	45%	↓3	2,001
MEDCOM	26%	30%	45%	↓3	3,375
TRADOC	28%	28%	44%	↓2	3,478
USACE	37%	27%	36%	0	8,080
USAREUR	31%	27%	41%	↓2	749
OTHER	34%	27%	39%	↓1	8,213

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Composite Summary	PERCENT OF RESPONDENTS			Pct Fav Diff from 2001	Number of Respondents
	 = Favorable	 = Neutral	 = Unfavorable		
<b>Satisfaction with Awards and Recognition</b>					
Total Army	43%	26%	31%	↑4	33,452
AMC	39%	28%	33%	↑2	6,638
FORSCOM	43%	26%	31%	↑4	2,051
MEDCOM	37%	27%	36%	↑1	3,516
TRADOC	44%	26%	30%	↑5	3,643
USACE	46%	26%	28%	↑5	8,289
USAREUR	42%	27%	30%	↑1	785
OTHER	44%	27%	30%	↑2	8,530
<b>Satisfaction with Discipline/Grievances/EEO Procedures *</b>					
Total Army	39%	34%	27%	↓1	31,422
AMC	34%	36%	30%	↓2	6,215
FORSCOM	36%	36%	28%	↓2	1,943
MEDCOM	37%	36%	27%	↓3	3,322
TRADOC	40%	36%	24%	0	3,430
USACE	43%	32%	25%	↓2	7,803
USAREUR	42%	35%	23%	0	740
OTHER	40%	35%	26%	↓1	7,969

\* Composite includes reverse-scored items.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Composite Summary	PERCENT OF RESPONDENTS			Pct Fav Diff from 2001	Number of Respondents
	 = Favorable	 = Neutral	 = Unfavorable		
<b>Satisfaction with Work Group</b>					
Total Army	74%	15%	11%	↓2	33,457
AMC	74%	15%	11%	↓2	6,639
FORSCOM	75%	15%	10%	↓1	2,050
MEDCOM	70%	15%	14%	↓6	3,526
TRADOC	76%	14%	10%	↓1	3,632
USACE	75%	15%	10%	↓2	8,301
USAREUR	74%	14%	12%	↓1	789
OTHER	74%	14%	11%	↓2	8,520
<b>Satisfaction with Training and Development</b>					
Total Army	61%	17%	22%	↓1	33,465
AMC	58%	17%	24%	↓1	6,632
FORSCOM	63%	16%	21%	↑2	2,058
MEDCOM	59%	17%	24%	↓3	3,519
TRADOC	57%	19%	25%	↑1	3,628
USACE	66%	15%	19%	↓1	8,294
USAREUR	59%	15%	25%	↓1	785
OTHER	60%	17%	23%	↓2	8,549

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Composite Summary	PERCENT OF RESPONDENTS			Pct Fav Diff from 2001	Number of Respondents
	 = Favorable	 = Neutral	 = Unfavorable		
<b>Satisfaction with Fairness *</b>					
Total Army	47%	33%	20%	0	30,818
AMC	42%	34%	24%	↓1	6,130
FORSCOM	46%	35%	19%	↓1	1,933
MEDCOM	48%	35%	17%	↓1	3,255
TRADOC	48%	34%	18%	↑2	3,373
USACE	48%	31%	21%	↓1	7,621
USAREUR	51%	33%	15%	↓1	692
OTHER	48%	34%	18%	0	7,814
<b>Satisfaction with Physical Conditions</b>					
Total Army	64%	17%	18%	↓1	33,528
AMC	61%	19%	20%	↓2	6,647
FORSCOM	59%	20%	20%	↓1	2,053
MEDCOM	64%	17%	20%	↓2	3,518
TRADOC	60%	19%	21%	↑2	3,645
USACE	74%	13%	13%	↑2	8,316
USAREUR	69%	16%	15%	↑4	787
OTHER	61%	19%	20%	↓1	8,562

\* Composite includes reverse-scored items.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Composite Summary	PERCENT OF RESPONDENTS			Pct Fav Diff from 2001	Number of Respondents
	 = Favorable	 = Neutral	 = Unfavorable		
<b>Civilian Workplace Morale *</b>					
Total Army	55%	20%	25%	0	33,982
AMC	53%	20%	27%	↑1	6,733
FORSCOM	55%	19%	25%	0	2,089
MEDCOM	54%	20%	26%	↓2	3,569
TRADOC	57%	19%	24%	↑2	3,696
USACE	57%	20%	23%	0	8,395
USAREUR	56%	19%	25%	↓1	804
OTHER	55%	20%	25%	↓1	8,696

\* Composite includes reverse-scored items.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Composite Summary	PERCENT OF RESPONDENTS			Pct Fav Diff from 2001	Number of Respondents
	 = Favorable	 = Neutral	 = Unfavorable		
<b>Your Organization *</b>					
Total Army	55%	23%	22%	--	33,558
AMC	55%	24%	22%	--	6,656
FORSCOM	55%	22%	23%	--	2,051
MEDCOM	52%	23%	25%	--	3,523
TRADOC	56%	22%	22%	--	3,648
USACE	57%	23%	20%	--	8,317
USAREUR	55%	21%	25%	--	787
OTHER	54%	23%	23%	--	8,576
<b>Performance Culture</b>					
Total Army	62%	18%	20%	--	33,378
AMC	59%	19%	22%	--	6,619
FORSCOM	64%	17%	19%	--	2,044
MEDCOM	65%	16%	19%	--	3,504
TRADOC	65%	17%	17%	--	3,631
USACE	61%	18%	21%	--	8,281
USAREUR	64%	18%	17%	--	782
OTHER	63%	17%	20%	--	8,517

\* Composite includes reverse-scored items.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Composite Summary	PERCENT OF RESPONDENTS			Pct Fav Diff from 2001	Number of Respondents
	 = Favorable	 = Neutral	 = Unfavorable		
<b>Strategic Planning *</b>					
Total Army	59%	21%	20%	--	33,303
AMC	54%	22%	24%	--	6,599
FORSCOM	59%	22%	19%	--	2,038
MEDCOM	60%	21%	19%	--	3,492
TRADOC	61%	19%	20%	--	3,617
USACE	60%	21%	19%	--	8,266
USAREUR	59%	18%	22%	--	785
OTHER	58%	21%	21%	--	8,506
<b>Customer Satisfaction</b>					
Total Army	78%	16%	6%	--	32,983
AMC	77%	17%	7%	--	6,553
FORSCOM	81%	14%	5%	--	2,032
MEDCOM	77%	16%	7%	--	3,477
TRADOC	79%	16%	6%	--	3,557
USACE	77%	16%	6%	--	8,186
USAREUR	78%	14%	7%	--	775
OTHER	78%	16%	7%	--	8,403

\* Composite includes reverse-scored items.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Composite Summary	PERCENT OF RESPONDENTS			Pct Fav Diff from 2001	Number of Respondents	
	 = Favorable	 = Neutral	 = Unfavorable			
<b>Diversity</b>	Total Army	68%	20%	12%	↑1	32,765
	AMC	63%	23%	14%	0	6,480
	FORSCOM	68%	20%	12%	↑5	2,012
	MEDCOM	67%	21%	12%	0	3,444
	TRADOC	70%	19%	11%	↑5	3,568
	USACE	70%	19%	11%	0	8,135
	USAREUR	71%	19%	11%	0	768
	OTHER	68%	20%	12%	↑1	8,358

# Item Detail

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
1. My immediate supervisor is (do not consider team leaders):	<b>Total Army</b>		
	Military 14%	↓1	3,466
	Civilian 86%	↑1	20,654
	<b>AMC</b>		
	Military 4%	0	172
	Civilian 96%	0	4,623
	<b>FORSCOM</b>		
	Military 11%	↓1	161
	Civilian 89%	↑1	1,310
	<b>MEDCOM</b>		
	Military 43%	↓3	1,071
	Civilian 57%	↑3	1,447
	<b>TRADOC</b>		
	Military 26%	↑4	722
	Civilian 74%	↓4	2,005
	<b>USACE</b>		
	Military 1%	↓1	67
	Civilian 99%	↑1	5,701
	<b>USAREUR</b>		
	Military 21%	↓1	119
Civilian 79%	↑1	435	
<b>OTHER</b>			
Military 18%	↓1	1,154	
Civilian 82%	↑1	5,133	

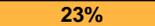
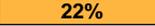
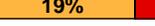
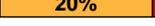
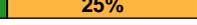
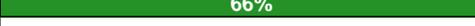
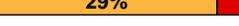
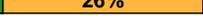
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
<b>Satisfaction with Civilian Personnel Service</b>										
Total Army	57% Favorable, 24% Neutral, 19% Unfavorable	14	43	24	13	6	↑1	3.46	0.88	33,830
AMC	55% Favorable, 25% Neutral, 20% Unfavorable	12	43	25	13	7	0	3.40	0.87	6,686
FORSCOM	57% Favorable, 24% Neutral, 19% Unfavorable	15	42	24	13	6	↓2	3.47	0.88	2,083
MEDCOM	55% Favorable, 25% Neutral, 20% Unfavorable	13	42	25	13	7	0	3.41	0.89	3,564
TRADOC	61% Favorable, 23% Neutral, 17% Unfavorable	16	44	23	11	6	↓1	3.54	0.87	3,690
USACE	59% Favorable, 24% Neutral, 17% Unfavorable	14	45	24	12	5	↑3	3.50	0.84	8,348
USAREUR	51% Favorable, 24% Neutral, 25% Unfavorable	12	38	24	17	8	↓1	3.29	0.90	805
OTHER	57% Favorable, 23% Neutral, 19% Unfavorable	15	42	23	12	7	↑2	3.46	0.90	8,654
2. The personnel office treats people courteously.										
Total Army	71% Favorable, 19% Neutral, 10% Unfavorable	18	53	19	7	3	0	3.77	0.93	32,096
AMC	66% Favorable, 22% Neutral, 11% Unfavorable	15	51	22	8	3	↓1	3.67	0.94	6,229
FORSCOM	72% Favorable, 18% Neutral, 11% Unfavorable	19	52	18	7	3	0	3.77	0.95	2,004
MEDCOM	70% Favorable, 19% Neutral, 10% Unfavorable	17	53	19	7	3	0	3.74	0.93	3,411
TRADOC	76% Favorable, 16% Neutral, 8% Unfavorable	21	54	16	6	2	↓1	3.87	0.89	3,584
USACE	73% Favorable, 19% Neutral, 8% Unfavorable	19	54	19	6	2	↑1	3.82	0.88	7,858
USAREUR	71% Favorable, 17% Neutral, 12% Unfavorable	18	53	17	8	4	0	3.72	0.98	800
OTHER	72% Favorable, 18% Neutral, 10% Unfavorable	19	53	18	7	3	↑2	3.78	0.95	8,210

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	% Favorable	% Neutral	% Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
				5	4	3	2	1				
3. The personnel office keeps people informed (through automated or manual means) about important changes in personnel rules and benefits.												
<b>Total Army</b>	<b>63%</b>	<b>18%</b>	<b>19%</b>	14	49	18	14	6	↑1	3.52	1.07	33,205
<b>AMC</b>	<b>59%</b>	<b>20%</b>	<b>21%</b>	11	47	20	15	6	↓1	3.42	1.07	6,526
<b>FORSCOM</b>	<b>62%</b>	<b>18%</b>	<b>20%</b>	16	46	18	14	6	↓2	3.53	1.09	2,053
<b>MEDCOM</b>	<b>59%</b>	<b>18%</b>	<b>23%</b>	14	46	18	16	7	↓1	3.43	1.11	3,502
<b>TRADOC</b>	<b>64%</b>	<b>18%</b>	<b>18%</b>	17	47	18	13	5	↓3	3.57	1.07	3,638
<b>USACE</b>	<b>69%</b>	<b>16%</b>	<b>14%</b>	15	54	16	11	4	↑5	3.66	0.98	8,212
<b>USAREUR</b>	<b>47%</b>	<b>20%</b>	<b>32%</b>	11	36	20	22	10	↓7	3.16	1.18	796
<b>OTHER</b>	<b>63%</b>	<b>17%</b>	<b>20%</b>	15	48	17	14	6	↑3	3.51	1.10	8,478
4. If my supervisor can't help me with an employment matter, I can get information or help from the personnel office.												
<b>Total Army</b>	<b>61%</b>	<b>21%</b>	<b>18%</b>	14	47	21	13	6	↑1	3.51	1.06	32,099
<b>AMC</b>	<b>57%</b>	<b>23%</b>	<b>20%</b>	11	46	23	14	6	0	3.41	1.06	6,248
<b>FORSCOM</b>	<b>60%</b>	<b>21%</b>	<b>18%</b>	16	45	21	13	6	↓3	3.52	1.08	2,006
<b>MEDCOM</b>	<b>60%</b>	<b>21%</b>	<b>19%</b>	14	47	21	13	6	↓2	3.49	1.06	3,424
<b>TRADOC</b>	<b>66%</b>	<b>19%</b>	<b>15%</b>	17	49	19	11	5	↓1	3.63	1.04	3,574
<b>USACE</b>	<b>62%</b>	<b>21%</b>	<b>17%</b>	14	48	21	12	5	↑3	3.53	1.04	7,854
<b>USAREUR</b>	<b>59%</b>	<b>19%</b>	<b>22%</b>	13	47	19	14	8	↓2	3.43	1.11	797
<b>OTHER</b>	<b>62%</b>	<b>19%</b>	<b>19%</b>	15	47	19	13	6	↑2	3.51	1.09	8,196

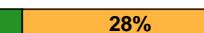
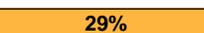
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
5. I have no problems finding or getting access to the appropriate personnel office staff member to get the information or service I need.										
<b>Total Army</b>	<b>51%</b>  <b>21%</b>  <b>28%</b> 	13	38	21	20	8	↑1	3.27	1.16	32,375
<b>AMC</b>	<b>45%</b>  <b>23%</b>  <b>32%</b> 	10	36	23	22	10	↓1	3.14	1.16	6,325
<b>FORSCOM</b>	<b>51%</b>  <b>20%</b>  <b>29%</b> 	14	37	20	21	8	↓2	3.29	1.17	2,015
<b>MEDCOM</b>	<b>51%</b>  <b>22%</b>  <b>27%</b> 	12	38	22	19	8	0	3.28	1.15	3,431
<b>TRADOC</b>	<b>56%</b>  <b>20%</b>  <b>24%</b> 	15	41	20	17	7	↓2	3.40	1.15	3,594
<b>USACE</b>	<b>51%</b>  <b>22%</b>  <b>27%</b> 	12	38	22	19	8	↑3	3.29	1.14	7,941
<b>USAREUR</b>	<b>48%</b>  <b>19%</b>  <b>33%</b> 	12	36	19	22	11	↓2	3.18	1.21	794
<b>OTHER</b>	<b>52%</b>  <b>20%</b>  <b>28%</b> 	14	38	20	19	9	↑2	3.29	1.18	8,275
6. The staff of the personnel office acts with integrity.										
<b>Total Army</b>	<b>62%</b>  <b>27%</b>  <b>11%</b> 	16	45	27	7	4	↑2	3.63	0.97	31,007
<b>AMC</b>	<b>57%</b>  <b>31%</b>  <b>13%</b> 	13	44	31	8	5	0	3.52	0.97	6,040
<b>FORSCOM</b>	<b>61%</b>  <b>28%</b>  <b>11%</b> 	17	44	28	7	4	0	3.62	0.98	1,934
<b>MEDCOM</b>	<b>60%</b>  <b>29%</b>  <b>11%</b> 	15	45	29	7	4	↑1	3.60	0.97	3,286
<b>TRADOC</b>	<b>64%</b>  <b>25%</b>  <b>11%</b> 	18	46	25	6	4	↓1	3.68	0.99	3,458
<b>USACE</b>	<b>66%</b>  <b>26%</b>  <b>8%</b> 	18	48	26	5	3	↑3	3.72	0.92	7,588
<b>USAREUR</b>	<b>57%</b>  <b>29%</b>  <b>14%</b> 	15	42	29	7	7	0	3.50	1.06	777
<b>OTHER</b>	<b>62%</b>  <b>26%</b>  <b>11%</b> 	18	45	26	7	4	↑3	3.64	0.99	7,924

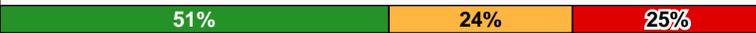
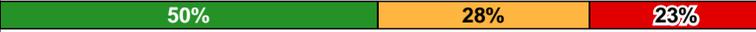
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
7. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service on processing personnel and pay actions (e.g., promotions, within-grade increases, tax withholding, benefits).										
<b>Total Army</b>	<b>65%</b>  <b>19%</b>  <b>16%</b> 	19	46	19	11	6	↑1	3.62	1.08	31,293
<b>AMC</b>	<b>62%</b>  <b>20%</b>  <b>18%</b> 	17	46	20	11	6	↓3	3.55	1.09	6,176
<b>FORSCOM</b>	<b>65%</b>  <b>20%</b>  <b>15%</b> 	19	46	20	9	6	↓1	3.63	1.07	1,947
<b>MEDCOM</b>	<b>63%</b>  <b>20%</b>  <b>17%</b> 	18	45	20	10	6	0	3.58	1.09	3,251
<b>TRADOC</b>	<b>69%</b>  <b>18%</b>  <b>14%</b> 	22	47	18	9	5	↓1	3.72	1.05	3,418
<b>USACE</b>	<b>66%</b>  <b>19%</b>  <b>16%</b> 	18	48	19	11	5	↑4	3.64	1.05	7,669
<b>USAREUR</b>	<b>60%</b>  <b>18%</b>  <b>22%</b> 	15	44	18	14	8	↑1	3.45	1.15	766
<b>OTHER</b>	<b>65%</b>  <b>18%</b>  <b>17%</b> 	21	45	18	10	6	↑1	3.63	1.11	8,066
8. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service on discipline, complaints, and performance appraisal.										
<b>Total Army</b>	<b>55%</b>  <b>31%</b>  <b>14%</b>	13	42	31	9	5	0	3.48	1.00	26,362
<b>AMC</b>	<b>53%</b>  <b>32%</b>  <b>15%</b>	11	43	32	10	5	↓1	3.44	0.98	5,200
<b>FORSCOM</b>	<b>54%</b>  <b>31%</b>  <b>15%</b>	15	40	31	10	5	↓4	3.49	1.01	1,703
<b>MEDCOM</b>	<b>54%</b>  <b>30%</b>  <b>17%</b>	12	41	30	10	6	↓1	3.43	1.04	2,883
<b>TRADOC</b>	<b>60%</b>  <b>29%</b>  <b>12%</b>	16	43	29	7	4	↓1	3.60	0.98	2,946
<b>USACE</b>	<b>54%</b>  <b>32%</b>  <b>13%</b>	12	43	32	9	4	↑1	3.49	0.95	6,166
<b>USAREUR</b>	<b>50%</b>  <b>33%</b>  <b>17%</b>	13	37	33	12	5	↓1	3.39	1.03	624
<b>OTHER</b>	<b>56%</b>  <b>30%</b>  <b>15%</b>	14	42	30	9	6	↑1	3.49	1.02	6,840

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
9. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service on counseling employees on issues such as benefits (e.g., health, retirement), leave, hours of work, and worker's compensation.										
<b>Total Army</b>	<b>48%</b>  <b>28%</b>  <b>24%</b> 	12	36	28	16	8	↑1	3.29	1.11	28,772
<b>AMC</b>	<b>47%</b>  <b>29%</b>  <b>24%</b> 	11	36	29	16	9	↑1	3.24	1.11	5,508
<b>FORSCOM</b>	<b>51%</b>  <b>28%</b>  <b>21%</b> 	14	37	28	14	7	↓1	3.37	1.11	1,839
<b>MEDCOM</b>	<b>46%</b>  <b>28%</b>  <b>26%</b> 	12	35	28	17	9	↓1	3.23	1.13	3,079
<b>TRADOC</b>	<b>54%</b>  <b>26%</b>  <b>20%</b> 	15	39	26	13	7	0	3.41	1.10	3,204
<b>USACE</b>	<b>48%</b>  <b>28%</b>  <b>24%</b> 	12	37	28	16	8	↑3	3.28	1.11	6,990
<b>USAREUR</b>	<b>40%</b>  <b>27%</b>  <b>34%</b> 	10	30	27	23	11	↑1	3.05	1.16	728
<b>OTHER</b>	<b>49%</b>  <b>28%</b>  <b>23%</b> 	13	36	28	15	8	↑3	3.30	1.11	7,424
10. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service on training.										
<b>Total Army</b>	<b>48%</b>  <b>30%</b>  <b>22%</b> 	11	37	30	15	8	0	3.29	1.09	29,052
<b>AMC</b>	<b>50%</b>  <b>28%</b>  <b>21%</b> 	11	39	28	14	8	0	3.32	1.08	5,774
<b>FORSCOM</b>	<b>52%</b>  <b>29%</b>  <b>19%</b> 	14	38	29	13	6	↓1	3.41	1.07	1,895
<b>MEDCOM</b>	<b>47%</b>  <b>29%</b>  <b>24%</b> 	11	36	29	16	8	↑1	3.25	1.11	3,043
<b>TRADOC</b>	<b>47%</b>  <b>30%</b>  <b>23%</b> 	12	35	30	15	8	↓1	3.28	1.12	3,189
<b>USACE</b>	<b>47%</b>  <b>31%</b>  <b>22%</b> 	10	37	31	15	7	↑1	3.29	1.06	6,955
<b>USAREUR</b>	<b>40%</b>  <b>30%</b>  <b>30%</b> 	8	31	30	21	8	↓1	3.10	1.09	709
<b>OTHER</b>	<b>48%</b>  <b>30%</b>  <b>23%</b> 	12	36	30	14	9	↑1	3.28	1.12	7,487

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
11. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service on job and promotion information.										
<b>Total Army</b>		11	36	27	17	9	↓1	3.23	1.14	30,510
<b>AMC</b>		11	40	24	16	9	↓2	3.28	1.13	6,070
<b>FORSCOM</b>		11	34	28	18	10	↓3	3.19	1.15	1,926
<b>MEDCOM</b>		9	31	28	20	13	↓1	3.04	1.17	3,177
<b>TRADOC</b>		13	36	26	16	9	↓3	3.27	1.16	3,360
<b>USACE</b>		11	39	28	15	7	↑2	3.31	1.09	7,437
<b>USAREUR</b>		10	28	26	25	11	↑1	3.00	1.17	732
<b>OTHER</b>		12	35	27	17	10	↑1	3.21	1.16	7,808
12. Overall, the quality of service given by the personnel office is:										
<b>Total Army</b>		13	45	25	12	5	↑2	3.48	1.03	31,973
<b>AMC</b>		11	45	26	12	6	0	3.43	1.03	6,284
<b>FORSCOM</b>		14	43	25	12	6	↓2	3.48	1.06	1,982
<b>MEDCOM</b>		12	43	26	13	6	0	3.42	1.05	3,328
<b>TRADOC</b>		15	47	22	11	5	↓1	3.57	1.02	3,502
<b>USACE</b>		13	47	25	12	4	↑4	3.52	1.00	7,893
<b>USAREUR</b>		11	39	28	16	7	↓1	3.31	1.07	783
<b>OTHER</b>		14	44	25	12	6	↑4	3.48	1.05	8,201

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
13. Overall, the timeliness of service given by the personnel office is:										
<b>Total Army</b>		12	42	26	13	7	↑2	3.39	1.07	31,644
<b>AMC</b>		10	41	28	14	7	0	3.33	1.06	6,228
<b>FORSCOM</b>		13	40	26	14	7	↓1	3.39	1.09	1,978
<b>MEDCOM</b>		11	41	27	13	8	↑1	3.35	1.08	3,274
<b>TRADOC</b>		14	44	25	11	6	0	3.48	1.06	3,476
<b>USACE</b>		11	43	26	13	6	↑4	3.41	1.04	7,775
<b>USAREUR</b>		11	34	26	20	8	↑1	3.18	1.13	778
<b>OTHER</b>		13	41	25	13	7	↑4	3.40	1.09	8,135

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
<b>Satisfaction with Job*</b>										
Total Army		25	40	16	13	6	↑1	3.64	0.95	33,914
AMC		23	40	16	14	7	↑1	3.59	0.97	6,724
FORSCOM		28	39	16	11	6	↑2	3.71	0.95	2,086
MEDCOM		24	39	17	13	7	↓1	3.61	0.95	3,561
TRADOC		27	39	16	12	6	↑2	3.69	0.95	3,683
USACE		24	43	16	12	5	↑1	3.69	0.91	8,383
USAREUR		27	37	17	13	7	↓1	3.63	0.97	799
OTHER		25	39	17	13	7	0	3.62	0.96	8,678
14. My job makes good use of my abilities.										
Total Army		25	45	10	13	7	↓1	3.71	1.17	33,843
AMC		23	45	11	14	7	↓1	3.61	1.19	6,707
FORSCOM		29	44	9	11	6	↓1	3.79	1.17	2,082
MEDCOM		28	44	9	12	7	↓2	3.74	1.19	3,552
TRADOC		28	44	9	12	7	0	3.76	1.17	3,678
USACE		23	49	10	12	5	↓1	3.73	1.11	8,371
USAREUR		27	40	12	15	7	↓4	3.65	1.21	797
OTHER		26	44	10	13	7	↓1	3.71	1.18	8,656

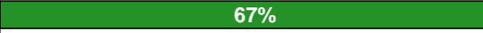
\* Composite includes reverse-scored items.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
15. I frequently think about quitting my job.*										
<b>Total Army</b>		28	29	18	16	9	↑4	3.51	1.29	33,478
<b>AMC</b>		28	29	18	16	8	↑3	3.52	1.28	6,645
<b>FORSCOM</b>		29	30	18	15	9	↑7	3.56	1.28	2,056
<b>MEDCOM</b>		25	28	20	18	10	↑4	3.40	1.30	3,511
<b>TRADOC</b>		29	28	18	16	8	↑7	3.54	1.28	3,639
<b>USACE</b>		29	31	17	16	7	↑4	3.60	1.25	8,286
<b>USAREUR</b>		31	28	16	15	10	↑6	3.56	1.32	790
<b>OTHER</b>		26	28	18	18	10	↑3	3.42	1.32	8,551
16. I find my work challenging.										
<b>Total Army</b>		21	45	18	12	5	↓1	3.65	1.09	33,816
<b>AMC</b>		20	45	17	12	5	0	3.62	1.10	6,704
<b>FORSCOM</b>		24	44	16	10	5	0	3.72	1.10	2,081
<b>MEDCOM</b>		20	42	19	13	6	↓3	3.58	1.13	3,545
<b>TRADOC</b>		23	44	17	11	5	↓1	3.69	1.09	3,677
<b>USACE</b>		20	48	18	10	4	↓1	3.69	1.03	8,360
<b>USAREUR</b>		21	41	19	12	6	↓4	3.60	1.13	797
<b>OTHER</b>		22	42	18	12	5	↓1	3.65	1.11	8,652

\* Item is phrased in a negative manner.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

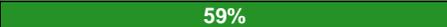
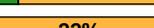
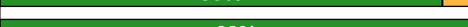
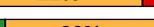
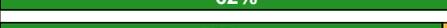
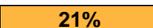
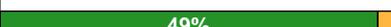
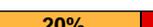
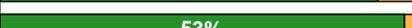
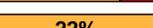
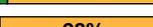
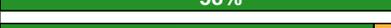
Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
17. I am often bored with my job.*										
<b>Total Army</b>	<b>63%</b>  <b>19%</b>  <b>18%</b> 	27	36	19	13	5	↑4	3.66	1.15	33,660
<b>AMC</b>	<b>60%</b>  <b>19%</b>  <b>21%</b> 	25	36	19	15	6	↑3	3.58	1.18	6,668
<b>FORSCOM</b>	<b>65%</b>  <b>18%</b>  <b>17%</b> 	30	35	18	12	5	↑4	3.73	1.15	2,067
<b>MEDCOM</b>	<b>64%</b>  <b>18%</b>  <b>18%</b> 	27	37	18	13	5	↑5	3.68	1.14	3,533
<b>TRADOC</b>	<b>64%</b>  <b>19%</b>  <b>17%</b> 	29	36	19	12	5	↑6	3.71	1.15	3,649
<b>USACE</b>	<b>64%</b>  <b>19%</b>  <b>17%</b> 	26	38	19	13	4	↑3	3.67	1.12	8,339
<b>USAREUR</b>	<b>63%</b>  <b>19%</b>  <b>18%</b> 	30	33	19	13	5	↑2	3.70	1.17	796
<b>OTHER</b>	<b>63%</b>  <b>19%</b>  <b>18%</b> 	27	36	19	13	5	↑4	3.66	1.15	8,608
18. All in all, I am satisfied with my job.										
<b>Total Army</b>	<b>67%</b>  <b>17%</b>  <b>16%</b> 	23	44	17	10	6	↓1	3.68	1.10	33,766
<b>AMC</b>	<b>65%</b>  <b>17%</b>  <b>18%</b> 	21	44	17	12	7	↓1	3.62	1.13	6,695
<b>FORSCOM</b>	<b>70%</b>  <b>16%</b>  <b>14%</b> 	27	43	16	9	5	0	3.77	1.10	2,074
<b>MEDCOM</b>	<b>66%</b>  <b>17%</b>  <b>17%</b> 	22	44	17	11	6	↓2	3.65	1.13	3,544
<b>TRADOC</b>	<b>69%</b>  <b>16%</b>  <b>15%</b> 	26	43	16	10	5	↑1	3.76	1.10	3,662
<b>USACE</b>	<b>70%</b>  <b>16%</b>  <b>14%</b> 	23	47	16	10	4	0	3.75	1.04	8,360
<b>USAREUR</b>	<b>64%</b>  <b>18%</b>  <b>17%</b> 	24	40	18	12	6	↓5	3.66	1.13	795
<b>OTHER</b>	<b>65%</b>  <b>18%</b>  <b>17%</b> 	22	43	18	11	6	↓1	3.64	1.12	8,636

\* Item is phrased in a negative manner.

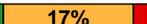
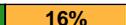
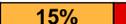
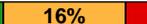
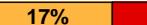
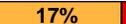
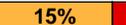
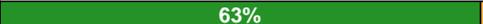
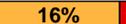
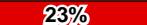
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N			
		5	4	3	2	1							
<b>Satisfaction with Career</b>	<b>Total Army</b>	<b>59%</b>	<b>20%</b>	<b>22%</b>	20	39	20	12	9	↑3	3.48	1.11	33,887
	<b>AMC</b>	<b>58%</b>	<b>19%</b>	<b>23%</b>	19	39	19	13	10	↑7	3.43	1.14	6,717
	<b>FORSCOM</b>	<b>55%</b>	<b>20%</b>	<b>26%</b>	20	34	20	15	11	↑5	3.39	1.17	2,081
	<b>MEDCOM</b>	<b>60%</b>	<b>20%</b>	<b>20%</b>	21	39	20	11	8	↓2	3.54	1.09	3,560
	<b>TRADOC</b>	<b>60%</b>	<b>19%</b>	<b>21%</b>	22	38	19	12	9	↑8	3.51	1.12	3,680
	<b>USACE</b>	<b>60%</b>	<b>19%</b>	<b>20%</b>	18	42	19	12	8	0	3.51	1.08	8,371
	<b>USAREUR</b>	<b>61%</b>	<b>19%</b>	<b>20%</b>	22	39	19	11	9	↑4	3.55	1.05	803
	<b>OTHER</b>	<b>58%</b>	<b>20%</b>	<b>22%</b>	20	39	20	12	10	↑2	3.46	1.10	8,675
	19. I would recommend that others pursue a career as a civilian with the Federal Government.												
	<b>Total Army</b>	<b>66%</b>	<b>17%</b>	<b>17%</b>	22	44	17	10	7	↑4	3.64	1.13	33,796
	<b>AMC</b>	<b>63%</b>	<b>17%</b>	<b>19%</b>	20	43	17	11	8	↑8	3.57	1.16	6,700
	<b>FORSCOM</b>	<b>60%</b>	<b>18%</b>	<b>22%</b>	22	38	18	13	9	↑4	3.51	1.22	2,080
	<b>MEDCOM</b>	<b>68%</b>	<b>18%</b>	<b>15%</b>	23	44	18	8	6	↓1	3.70	1.11	3,549
	<b>TRADOC</b>	<b>66%</b>	<b>17%</b>	<b>17%</b>	24	42	17	10	7	↑7	3.65	1.16	3,669
	<b>USACE</b>	<b>66%</b>	<b>17%</b>	<b>17%</b>	20	46	17	11	6	↑2	3.63	1.10	8,353
<b>USAREUR</b>	<b>72%</b>	<b>15%</b>	<b>12%</b>	27	45	15	8	4	↑6	3.83	1.06	796	
<b>OTHER</b>	<b>67%</b>	<b>17%</b>	<b>16%</b>	23	44	17	9	7	↑3	3.68	1.12	8,649	

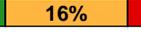
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
20. I would recommend that others pursue a career as a civilian with the Army.										
<b>Total Army</b>	<b>59%</b>  <b>20%</b>  <b>21%</b> 	19	40	20	12	9	↑3	3.48	1.18	33,670
<b>AMC</b>	<b>58%</b>  <b>20%</b>  <b>21%</b> 	18	40	20	12	9	↑6	3.47	1.18	6,684
<b>FORSCOM</b>	<b>55%</b>  <b>20%</b>  <b>25%</b> 	20	35	20	15	10	↑4	3.41	1.24	2,071
<b>MEDCOM</b>	<b>61%</b>  <b>20%</b>  <b>19%</b> 	20	40	20	10	8	↓1	3.54	1.17	3,545
<b>TRADOC</b>	<b>61%</b>  <b>19%</b>  <b>20%</b> 	22	39	19	11	8	↑8	3.55	1.19	3,668
<b>USACE</b>	<b>58%</b>  <b>22%</b>  <b>20%</b> 	17	41	22	13	8	0	3.47	1.14	8,266
<b>USAREUR</b>	<b>62%</b>  <b>20%</b>  <b>18%</b> 	21	40	20	11	7	↑6	3.58	1.15	801
<b>OTHER</b>	<b>58%</b>  <b>20%</b>  <b>22%</b> 	19	39	20	12	9	↑2	3.46	1.20	8,635
21. I would recommend that others pursue a career as a civilian with this organization.										
<b>Total Army</b>	<b>52%</b>  <b>21%</b>  <b>27%</b> 	18	35	21	15	12	↑2	3.31	1.26	33,763
<b>AMC</b>	<b>51%</b>  <b>20%</b>  <b>29%</b> 	17	34	20	15	13	↑6	3.27	1.28	6,696
<b>FORSCOM</b>	<b>49%</b>  <b>20%</b>  <b>30%</b> 	19	31	20	17	13	↑5	3.25	1.30	2,076
<b>MEDCOM</b>	<b>53%</b>  <b>22%</b>  <b>25%</b> 	19	34	22	15	11	↓1	3.36	1.24	3,541
<b>TRADOC</b>	<b>52%</b>  <b>22%</b>  <b>26%</b> 	19	33	22	14	12	↑7	3.33	1.27	3,673
<b>USACE</b>	<b>58%</b>  <b>19%</b>  <b>23%</b> 	18	40	19	14	9	0	3.43	1.20	8,345
<b>USAREUR</b>	<b>49%</b>  <b>22%</b>  <b>29%</b> 	18	31	22	15	14	0	3.24	1.31	800
<b>OTHER</b>	<b>49%</b>  <b>22%</b>  <b>29%</b> 	17	32	22	15	14	↑2	3.22	1.29	8,632

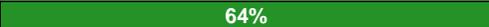
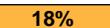
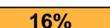
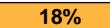
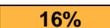
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
<b>Satisfaction with First Line Supervisor</b>										
Total Army	<b>63%</b>  <b>16%</b>  <b>20%</b> 	25	38	16	12	8	↓1	3.60	1.05	33,768
AMC	<b>61%</b>  <b>17%</b>  <b>22%</b> 	23	39	17	13	9	↓1	3.53	1.05	6,687
FORSCOM	<b>64%</b>  <b>16%</b>  <b>20%</b> 	27	36	16	12	8	↓1	3.62	1.08	2,073
MEDCOM	<b>62%</b>  <b>16%</b>  <b>22%</b> 	25	37	16	13	9	↓3	3.56	1.09	3,551
TRADOC	<b>65%</b>  <b>16%</b>  <b>19%</b> 	27	38	16	12	7	↓1	3.66	1.04	3,678
USACE	<b>65%</b>  <b>16%</b>  <b>19%</b> 	25	40	16	12	7	↓1	3.64	1.00	8,352
USAREUR	<b>64%</b>  <b>15%</b>  <b>22%</b> 	28	36	15	13	9	↓1	3.60	1.10	800
OTHER	<b>63%</b>  <b>16%</b>  <b>21%</b> 	26	37	16	12	9	↓2	3.59	1.08	8,627
22. My supervisor clearly outlines the goals and priorities for my work.										
Total Army	<b>61%</b>  <b>16%</b>  <b>23%</b> 	20	42	16	15	7	↓2	3.51	1.18	33,642
AMC	<b>59%</b>  <b>17%</b>  <b>25%</b> 	17	42	17	16	8	0	3.44	1.19	6,659
FORSCOM	<b>63%</b>  <b>17%</b>  <b>21%</b> 	22	41	17	13	8	↓1	3.56	1.19	2,067
MEDCOM	<b>63%</b>  <b>15%</b>  <b>22%</b> 	21	43	15	14	8	↓3	3.55	1.18	3,538
TRADOC	<b>63%</b>  <b>16%</b>  <b>21%</b> 	22	41	16	15	7	↓2	3.57	1.17	3,661
USACE	<b>62%</b>  <b>17%</b>  <b>22%</b> 	18	44	17	15	6	↓1	3.52	1.14	8,322
USAREUR	<b>62%</b>  <b>15%</b>  <b>23%</b> 	21	40	15	15	8	↓2	3.51	1.22	796
OTHER	<b>61%</b>  <b>15%</b>  <b>24%</b> 	21	40	15	16	8	↓1	3.50	1.21	8,599

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
23. My supervisor lets me know how well I am doing my work.										
<b>Total Army</b>	<b>64%</b>  <b>15%</b>  <b>20%</b> 	22	42	15	13	7	↓1	3.59	1.17	33,622
<b>AMC</b>	<b>61%</b>  <b>17%</b>  <b>22%</b> 	19	42	17	14	8	↓1	3.51	1.18	6,659
<b>FORSCOM</b>	<b>65%</b>  <b>14%</b>  <b>21%</b> 	25	41	14	13	8	↓2	3.62	1.20	2,071
<b>MEDCOM</b>	<b>65%</b>  <b>14%</b>  <b>21%</b> 	23	42	14	13	7	↓2	3.60	1.19	3,537
<b>TRADOC</b>	<b>67%</b>  <b>15%</b>  <b>18%</b> 	25	42	15	12	6	0	3.68	1.14	3,662
<b>USACE</b>	<b>66%</b>  <b>16%</b>  <b>19%</b> 	21	45	16	13	6	↑1	3.62	1.12	8,315
<b>USAREUR</b>	<b>63%</b>  <b>15%</b>  <b>23%</b> 	25	38	15	15	8	↓1	3.57	1.22	795
<b>OTHER</b>	<b>64%</b>  <b>15%</b>  <b>21%</b> 	23	41	15	14	8	↓2	3.59	1.20	8,583
24. My supervisor keeps me informed about matters affecting my job and me.										
<b>Total Army</b>	<b>62%</b>  <b>16%</b>  <b>22%</b> 	22	40	16	14	8	↓2	3.54	1.20	33,603
<b>AMC</b>	<b>61%</b>  <b>16%</b>  <b>23%</b> 	19	42	16	15	8	↓1	3.49	1.19	6,653
<b>FORSCOM</b>	<b>62%</b>  <b>16%</b>  <b>22%</b> 	24	38	16	13	9	↓4	3.56	1.23	2,067
<b>MEDCOM</b>	<b>61%</b>  <b>16%</b>  <b>23%</b> 	22	39	16	15	9	↓4	3.52	1.22	3,537
<b>TRADOC</b>	<b>63%</b>  <b>16%</b>  <b>21%</b> 	24	39	16	14	7	↓2	3.59	1.19	3,662
<b>USACE</b>	<b>63%</b>  <b>17%</b>  <b>20%</b> 	21	43	17	14	7	↓2	3.57	1.15	8,309
<b>USAREUR</b>	<b>63%</b>  <b>15%</b>  <b>22%</b> 	25	38	15	14	8	↓2	3.58	1.22	797
<b>OTHER</b>	<b>62%</b>  <b>16%</b>  <b>22%</b> 	23	39	16	14	8	↓2	3.54	1.22	8,578

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
25. My supervisor gives me the support and backing I need to do my job well.										
<b>Total Army</b>	<b>64%</b>  <b>16%</b>  <b>19%</b> 	26	38	16	11	8	↓1	3.63	1.21	33,625
<b>AMC</b>	<b>62%</b>  <b>18%</b>  <b>20%</b> 	23	39	18	12	8	0	3.57	1.21	6,662
<b>FORSCOM</b>	<b>65%</b>  <b>16%</b>  <b>19%</b> 	28	37	16	11	8	↓2	3.67	1.22	2,067
<b>MEDCOM</b>	<b>62%</b>  <b>16%</b>  <b>21%</b> 	26	37	16	11	10	↓3	3.57	1.26	3,538
<b>TRADOC</b>	<b>67%</b>  <b>16%</b>  <b>17%</b> 	28	40	16	10	7	0	3.71	1.17	3,667
<b>USACE</b>	<b>66%</b>  <b>16%</b>  <b>18%</b> 	26	40	16	11	7	↓1	3.67	1.17	8,312
<b>USAREUR</b>	<b>65%</b>  <b>15%</b>  <b>20%</b> 	30	36	15	11	9	↓2	3.66	1.25	798
<b>OTHER</b>	<b>64%</b>  <b>16%</b>  <b>20%</b> 	27	37	16	11	9	↓2	3.63	1.24	8,581
26. My supervisor has a strong interest in the welfare of his/her employees.										
<b>Total Army</b>	<b>63%</b>  <b>18%</b>  <b>19%</b> 	29	35	18	10	9	↓2	3.64	1.24	33,500
<b>AMC</b>	<b>61%</b>  <b>19%</b>  <b>20%</b> 	25	35	19	11	10	↓1	3.56	1.24	6,628
<b>FORSCOM</b>	<b>64%</b>  <b>16%</b>  <b>20%</b> 	31	33	16	11	9	↓1	3.65	1.27	2,067
<b>MEDCOM</b>	<b>60%</b>  <b>19%</b>  <b>22%</b> 	28	32	19	11	11	↓4	3.55	1.29	3,524
<b>TRADOC</b>	<b>66%</b>  <b>17%</b>  <b>18%</b> 	30	35	17	10	8	↑1	3.70	1.22	3,651
<b>USACE</b>	<b>65%</b>  <b>17%</b>  <b>17%</b> 	29	36	17	10	8	↓1	3.69	1.21	8,290
<b>USAREUR</b>	<b>64%</b>  <b>16%</b>  <b>20%</b> 	32	32	16	10	9	↓3	3.67	1.27	791
<b>OTHER</b>	<b>63%</b>  <b>18%</b>  <b>19%</b> 	29	34	18	10	9	↓2	3.64	1.25	8,549

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
27. My supervisor is competent in handling the technical parts of his/her job.										
<b>Total Army</b>	<b>74%</b> <b>13%</b> <b>13%</b>	33	41	13	6	6	↓1	3.88	1.12	33,278
<b>AMC</b>	<b>72%</b> <b>15%</b> <b>13%</b>	30	42	15	6	7	↓1	3.83	1.13	6,579
<b>FORSCOM</b>	<b>73%</b> <b>14%</b> <b>13%</b>	34	38	14	7	6	↓3	3.87	1.15	2,042
<b>MEDCOM</b>	<b>71%</b> <b>15%</b> <b>14%</b>	32	39	15	7	7	↓3	3.82	1.16	3,500
<b>TRADOC</b>	<b>75%</b> <b>13%</b> <b>12%</b>	35	40	13	6	6	↓1	3.93	1.11	3,638
<b>USACE</b>	<b>77%</b> <b>12%</b> <b>11%</b>	33	44	12	6	5	0	3.95	1.07	8,233
<b>USAREUR</b>	<b>74%</b> <b>12%</b> <b>14%</b>	34	40	12	6	8	↓2	3.86	1.17	786
<b>OTHER</b>	<b>73%</b> <b>14%</b> <b>13%</b>	34	39	14	7	6	↓1	3.87	1.14	8,500
28. I feel free to go to my supervisor with questions or problems about my work.										
<b>Total Army</b>	<b>74%</b> <b>10%</b> <b>15%</b>	34	41	10	8	7	↓1	3.86	1.17	33,620
<b>AMC</b>	<b>74%</b> <b>11%</b> <b>15%</b>	32	42	11	8	7	↑1	3.84	1.16	6,657
<b>FORSCOM</b>	<b>74%</b> <b>11%</b> <b>15%</b>	36	38	11	8	7	0	3.87	1.19	2,067
<b>MEDCOM</b>	<b>71%</b> <b>11%</b> <b>18%</b>	32	39	11	9	9	↓3	3.77	1.24	3,531
<b>TRADOC</b>	<b>76%</b> <b>10%</b> <b>14%</b>	36	40	10	8	6	↑1	3.93	1.14	3,662
<b>USACE</b>	<b>77%</b> <b>10%</b> <b>13%</b>	34	43	10	7	6	↑1	3.91	1.13	8,320
<b>USAREUR</b>	<b>74%</b> <b>10%</b> <b>16%</b>	35	40	10	8	9	↓1	3.84	1.23	796
<b>OTHER</b>	<b>73%</b> <b>11%</b> <b>16%</b>	34	39	11	8	8	↓2	3.84	1.20	8,587

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	% Favorable               % Neutral               % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
29. My supervisor provides me with career counseling.										
<b>Total Army</b>	43%    24%    33%	16	27	24	20	13	0	3.12	1.27	32,795
<b>AMC</b>	40%    25%    35%	13	26	25	21	14	0	3.04	1.25	6,516
<b>FORSCOM</b>	44%    24%    32%	17	27	24	19	13	0	3.17	1.28	2,019
<b>MEDCOM</b>	41%    24%    35%	16	25	24	20	14	↓1	3.07	1.29	3,434
<b>TRADOC</b>	44%    24%    32%	17	27	24	19	13	0	3.16	1.28	3,572
<b>USACE</b>	45%    25%    31%	15	30	25	19	11	0	3.18	1.23	8,106
<b>USAREUR</b>	44%    20%    36%	19	24	20	21	16	↑1	3.11	1.36	781
<b>OTHER</b>	43%    24%    34%	17	26	24	19	14	↓2	3.11	1.30	8,367

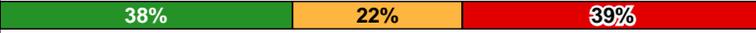
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	% Favorable               % Neutral               % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N	
		5	4	3	2	1					
<b>Satisfaction with Management</b>	<b>Total Army</b>		13	36	23	17	12	↓1	3.23	1.08	33,476
	<b>AMC</b>		11	33	24	19	14	↓2	3.07	1.09	6,653
	<b>FORSCOM</b>		16	36	22	16	11	↓1	3.30	1.09	2,060
	<b>MEDCOM</b>		13	35	22	17	12	↓4	3.20	1.09	3,513
	<b>TRADOC</b>		17	37	21	15	10	↑3	3.37	1.07	3,630
	<b>USACE</b>		12	38	24	17	10	↓1	3.24	1.02	8,299
	<b>USAREUR</b>		16	36	21	16	11	↓2	3.30	1.09	790
	<b>OTHER</b>		15	35	22	16	12	↓1	3.25	1.09	8,531
	30. Management is competent.										
	<b>Total Army</b>		15	43	22	12	8	0	3.44	1.14	33,182
	<b>AMC</b>		12	39	23	15	10	↓1	3.28	1.17	6,592
	<b>FORSCOM</b>		18	41	22	12	7	↓2	3.52	1.12	2,049
	<b>MEDCOM</b>		15	42	22	12	8	↓3	3.44	1.13	3,490
	<b>TRADOC</b>		19	45	20	10	6	↑4	3.62	1.09	3,596
	<b>USACE</b>		13	45	22	12	8	↓1	3.43	1.10	8,208
<b>USAREUR</b>		18	44	18	12	8	↓3	3.52	1.16	782	
<b>OTHER</b>		17	42	20	12	8	0	3.46	1.15	8,465	

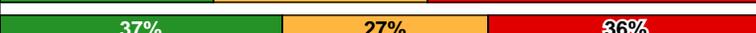
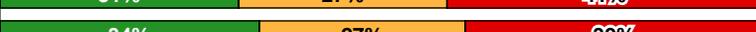
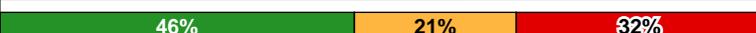
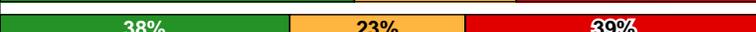
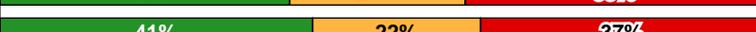
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
31. Management treats employees with respect and consideration.										
<b>Total Army</b>		16	40	20	14	10	0	3.38	1.20	33,296
<b>AMC</b>		13	37	21	17	13	↓1	3.19	1.23	6,620
<b>FORSCOM</b>		19	37	19	15	9	↓1	3.41	1.22	2,050
<b>MEDCOM</b>		16	41	19	13	10	↓2	3.39	1.21	3,499
<b>TRADOC</b>		20	42	19	12	8	↑4	3.53	1.17	3,609
<b>USACE</b>		15	44	20	13	9	0	3.44	1.15	8,253
<b>USAREUR</b>		18	41	19	13	10	↓2	3.43	1.21	785
<b>OTHER</b>		17	39	20	14	11	↓1	3.39	1.22	8,480
32. Management makes timely decisions.										
<b>Total Army</b>		11	31	25	20	12	↓1	3.10	1.20	32,920
<b>AMC</b>		9	28	26	22	15	↓1	2.95	1.21	6,530
<b>FORSCOM</b>		13	33	24	19	11	↓2	3.19	1.20	2,026
<b>MEDCOM</b>		11	32	26	19	12	↓4	3.12	1.19	3,466
<b>TRADOC</b>		15	34	24	17	9	↑3	3.29	1.18	3,582
<b>USACE</b>		9	32	27	21	11	0	3.08	1.16	8,126
<b>USAREUR</b>		13	33	21	21	12	↓1	3.15	1.24	778
<b>OTHER</b>		12	31	25	19	12	↓2	3.12	1.22	8,412

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
33. Management rewards employees who show initiative and innovation.										
<b>Total Army</b>		12	29	24	20	16	0	3.03	1.26	32,521
<b>AMC</b>		10	26	24	21	18	↓1	2.89	1.26	6,470
<b>FORSCOM</b>		15	29	22	19	15	0	3.10	1.28	2,020
<b>MEDCOM</b>		12	27	22	21	18	↓2	2.93	1.29	3,421
<b>TRADOC</b>		16	30	22	17	14	↑4	3.16	1.29	3,550
<b>USACE</b>		10	31	25	20	14	↑1	3.03	1.21	8,047
<b>USAREUR</b>		14	28	25	18	14	↓2	3.10	1.27	747
<b>OTHER</b>		14	29	24	18	15	↓1	3.09	1.27	8,266
34. Management keeps employees informed.										
<b>Total Army</b>		12	35	23	18	12	↓3	3.17	1.21	33,176
<b>AMC</b>		10	33	24	19	14	↓4	3.05	1.21	6,592
<b>FORSCOM</b>		14	37	21	16	12	↓1	3.24	1.22	2,037
<b>MEDCOM</b>		12	34	23	18	14	↓5	3.12	1.23	3,480
<b>TRADOC</b>		15	35	22	17	11	0	3.27	1.22	3,597
<b>USACE</b>		10	38	24	17	10	↓2	3.20	1.15	8,234
<b>USAREUR</b>		15	35	23	17	10	↓3	3.26	1.21	784
<b>OTHER</b>		13	34	22	17	13	↓3	3.19	1.23	8,452

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
<b>Satisfaction with Job Placement/Promotion System</b>										
<b>Total Army</b>		6	25	27	23	18	↓2	2.80	1.11	32,397
<b>AMC</b>		5	23	26	25	21	↓2	2.69	1.10	6,501
<b>FORSCOM</b>		5	22	28	25	20	↓3	2.68	1.08	2,001
<b>MEDCOM</b>		5	21	30	24	21	↓3	2.67	1.08	3,375
<b>TRADOC</b>		6	22	28	23	21	↓2	2.72	1.12	3,478
<b>USACE</b>		7	30	27	22	15	0	2.93	1.08	8,080
<b>USAREUR</b>		7	24	27	24	18	↓2	2.81	1.11	749
<b>OTHER</b>		8	26	27	21	18	↓1	2.86	1.13	8,213
35. Employees at this installation/activity have an equal chance to compete for promotions.										
<b>Total Army</b>		8	32	22	21	16	↓1	2.94	1.23	31,556
<b>AMC</b>		7	32	21	22	18	↓1	2.87	1.24	6,395
<b>FORSCOM</b>		7	29	23	24	17	↓1	2.83	1.21	1,949
<b>MEDCOM</b>		6	26	25	24	19	↓3	2.76	1.21	3,246
<b>TRADOC</b>		8	28	23	21	19	↓2	2.85	1.25	3,372
<b>USACE</b>		8	38	21	19	13	0	3.09	1.19	7,897
<b>USAREUR</b>		8	30	23	24	15	↓2	2.93	1.21	715
<b>OTHER</b>		9	32	22	21	16	↓2	2.98	1.24	7,982

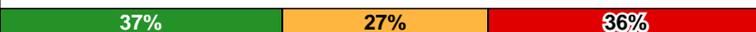
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
36. When promotions are made at this installation/activity, the best-qualified people are selected.										
<b>Total Army</b>		5	21	31	24	19	↓2	2.69	1.16	30,693
<b>AMC</b>		4	18	30	26	22	↓2	2.55	1.13	6,247
<b>FORSCOM</b>		4	18	31	26	21	↓3	2.58	1.12	1,917
<b>MEDCOM</b>		4	17	33	24	21	↓4	2.59	1.13	3,133
<b>TRADOC</b>		5	18	30	24	23	↓2	2.59	1.17	3,281
<b>USACE</b>		6	25	31	23	16	0	2.82	1.14	7,702
<b>USAREUR</b>		6	21	30	25	18	↓3	2.73	1.16	689
<b>OTHER</b>		7	22	30	22	19	↓1	2.76	1.18	7,724
37. Employees at this installation/activity are treated fairly with regard to job placements and promotions.										
<b>Total Army</b>		6	24	30	23	18	↓1	2.78	1.17	31,014
<b>AMC</b>		5	21	29	25	20	↓2	2.66	1.16	6,292
<b>FORSCOM</b>		5	21	29	26	19	↓2	2.66	1.15	1,927
<b>MEDCOM</b>		5	19	32	24	20	↓4	2.65	1.14	3,185
<b>TRADOC</b>		6	21	30	23	20	↓1	2.69	1.18	3,328
<b>USACE</b>		6	29	29	21	14	0	2.93	1.15	7,763
<b>USAREUR</b>		7	23	30	23	17	↓3	2.81	1.18	701
<b>OTHER</b>		7	25	30	21	17	↓2	2.85	1.18	7,818

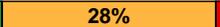
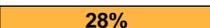
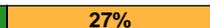
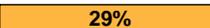
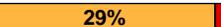
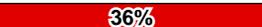
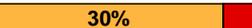
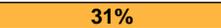
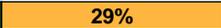
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
38. I am satisfied with the processes used to fill vacancies at this installation/activity.										
<b>Total Army</b>		6	24	28	23	20	↓1	2.72	1.19	31,566
<b>AMC</b>		5	22	27	25	22	↓2	2.62	1.18	6,361
<b>FORSCOM</b>		4	21	28	25	21	↓2	2.62	1.16	1,962
<b>MEDCOM</b>		5	20	30	24	22	↓2	2.62	1.17	3,255
<b>TRADOC</b>		5	21	29	23	21	↓1	2.66	1.18	3,400
<b>USACE</b>		6	27	27	23	17	0	2.83	1.17	7,875
<b>USAREUR</b>		6	23	26	24	20	↓1	2.71	1.21	732
<b>OTHER</b>		7	25	28	21	19	↓1	2.79	1.21	7,981

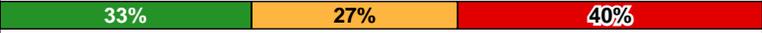
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N	
		5	4	3	2	1					
<b>Satisfaction with Awards and Recognition</b>	Total Army		10	32	26	19	12	↑4	3.11	1.06	33,452
	AMC		9	31	28	20	13	↑2	3.03	1.05	6,638
	FORSCOM		11	32	26	19	12	↑4	3.11	1.08	2,051
	MEDCOM		10	27	27	20	16	↑1	2.95	1.10	3,516
	TRADOC		12	32	26	19	12	↑5	3.16	1.08	3,643
	USACE		10	36	26	18	10	↑5	3.19	1.01	8,289
	USAREUR		11	31	27	19	11	↑1	3.14	1.06	785
	OTHER		12	32	27	18	12	↑2	3.15	1.07	8,530
39. When I do a good job, it is recognized.	Total Army		13	40	22	17	9	0	3.32	1.16	33,314
	AMC		11	38	23	18	9	↓2	3.24	1.15	6,617
	FORSCOM		14	40	21	16	9	↑1	3.34	1.17	2,043
	MEDCOM		12	35	21	19	13	↓3	3.15	1.23	3,501
	TRADOC		16	40	20	17	8	↑2	3.39	1.16	3,624
	USACE		12	44	21	15	7	↑1	3.39	1.11	8,260
	USAREUR		14	37	22	17	10	↓3	3.28	1.19	781
	OTHER		15	39	22	16	9	↓2	3.34	1.17	8,488

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
40. When awards are given in my workgroup, they go to the people who earned them.										
<b>Total Army</b>	<b>43%</b>  <b>28%</b>  <b>29%</b> 	10	33	28	17	11	↑11	3.13	1.16	31,189
<b>AMC</b>	<b>39%</b>  <b>30%</b>  <b>31%</b> 	9	31	30	19	12	↑11	3.05	1.15	6,231
<b>FORSCOM</b>	<b>44%</b>  <b>28%</b>  <b>28%</b> 	11	33	28	17	11	↑12	3.15	1.17	1,968
<b>MEDCOM</b>	<b>38%</b>  <b>29%</b>  <b>34%</b> 	10	28	29	19	15	↑8	2.99	1.20	3,301
<b>TRADOC</b>	<b>45%</b>  <b>27%</b>  <b>28%</b> 	13	32	27	17	11	↑13	3.19	1.19	3,409
<b>USACE</b>	<b>46%</b>  <b>27%</b>  <b>27%</b> 	9	37	27	17	10	↑14	3.18	1.13	7,752
<b>USAREUR</b>	<b>44%</b>  <b>29%</b>  <b>28%</b> 	11	33	29	18	10	↑9	3.17	1.14	698
<b>OTHER</b>	<b>44%</b>  <b>29%</b>  <b>27%</b> 	12	32	29	16	11	↑9	3.17	1.17	7,830
41. Employees at this installation/activity are treated fairly with regard to awards.										
<b>Total Army</b>	<b>35%</b>  <b>29%</b>  <b>36%</b> 	8	27	29	22	14	↑4	2.93	1.17	30,959
<b>AMC</b>	<b>31%</b>  <b>30%</b>  <b>39%</b> 	6	25	30	24	15	↑3	2.84	1.15	6,214
<b>FORSCOM</b>	<b>32%</b>  <b>30%</b>  <b>38%</b> 	8	24	30	23	15	↑2	2.88	1.17	1,933
<b>MEDCOM</b>	<b>29%</b>  <b>31%</b>  <b>40%</b> 	7	22	31	22	18	↑1	2.79	1.18	3,238
<b>TRADOC</b>	<b>35%</b>  <b>29%</b>  <b>36%</b> 	9	26	29	21	14	↑5	2.94	1.19	3,364
<b>USACE</b>	<b>39%</b>  <b>28%</b>  <b>33%</b> 	7	32	28	21	12	↑5	3.02	1.14	7,720
<b>USAREUR</b>	<b>35%</b>  <b>31%</b>  <b>34%</b> 	9	26	31	21	13	↑1	2.96	1.16	700
<b>OTHER</b>	<b>36%</b>  <b>29%</b>  <b>35%</b> 	9	28	29	21	14	↑2	2.97	1.18	7,790

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

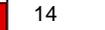
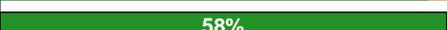
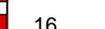
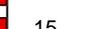
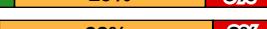
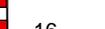
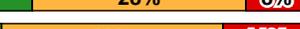
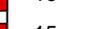
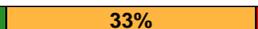
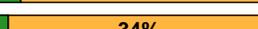
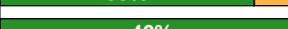
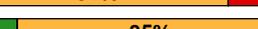
Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
42. If I perform my job especially well, I will receive an award.										
<b>Total Army</b>		10	30	27	19	14	0	3.03	1.20	31,712
<b>AMC</b>		9	28	27	21	15	↓1	2.95	1.20	6,337
<b>FORSCOM</b>		11	31	25	20	14	↑1	3.05	1.22	1,975
<b>MEDCOM</b>		9	24	27	21	18	↓1	2.85	1.24	3,339
<b>TRADOC</b>		11	30	27	19	13	↑2	3.07	1.21	3,476
<b>USACE</b>		9	33	28	19	11	↑1	3.11	1.15	7,880
<b>USAREUR</b>		11	29	28	19	13	↓1	3.06	1.20	726
<b>OTHER</b>		11	30	28	18	13	↓3	3.07	1.20	7,979

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

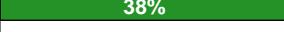
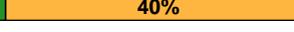
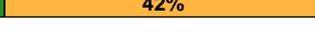
Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
<b>Satisfaction with Discipline/Grievances- /EEO Procedures*</b>										
Total Army		8	31	34	17	9	↓1	3.17	0.91	31,422
AMC		7	28	36	20	11	↓2	3.05	0.90	6,215
FORSCOM		8	28	36	18	10	↓2	3.11	0.91	1,943
MEDCOM		8	29	36	18	9	↓3	3.12	0.91	3,322
TRADOC		10	30	36	16	8	0	3.21	0.91	3,430
USACE		9	35	32	17	8	↓2	3.25	0.89	7,803
USAREUR		10	32	35	14	9	0	3.24	0.95	740
OTHER		9	30	35	17	9	↓1	3.18	0.92	7,969
43. If I filed a grievance, it would be held against me.*										
Total Army		4	16	36	29	15	↓1	2.66	1.05	25,438
AMC		3	12	35	34	17	↓2	2.50	0.99	5,054
FORSCOM		6	15	34	29	15	0	2.67	1.09	1,646
MEDCOM		5	18	37	28	12	↓2	2.75	1.04	2,803
TRADOC		6	17	37	27	14	↑2	2.74	1.07	2,837
USACE		4	16	35	30	14	↓1	2.66	1.04	6,012
USAREUR		7	16	34	25	18	↓1	2.70	1.15	608
OTHER		5	17	36	28	14	0	2.70	1.06	6,478

\* Composite includes reverse-scored items.  
\* Item is phrased in a negative manner.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
44. Top management at this installation/activity actively supports the Equal Employment Opportunity Program.										
<b>Total Army</b>	<b>60%</b>  <b>29%</b>  <b>11%</b> 	14	46	29	6	4	↓2	3.60	0.95	29,475
<b>AMC</b>	<b>56%</b>  <b>32%</b>  <b>12%</b> 	12	44	32	7	5	↓3	3.50	0.97	5,784
<b>FORSCOM</b>	<b>56%</b>  <b>32%</b>  <b>12%</b> 	13	42	32	8	4	↓3	3.52	0.96	1,826
<b>MEDCOM</b>	<b>58%</b>  <b>30%</b>  <b>11%</b> 	14	44	30	7	5	↓3	3.57	0.97	3,124
<b>TRADOC</b>	<b>60%</b>  <b>30%</b>  <b>10%</b> 	16	43	30	6	4	↓1	3.62	0.96	3,215
<b>USACE</b>	<b>66%</b>  <b>25%</b>  <b>9%</b> 	15	51	25	6	3	↓2	3.68	0.91	7,388
<b>USAREUR</b>	<b>64%</b>  <b>28%</b>  <b>8%</b> 	16	48	28	4	4	↑2	3.68	0.92	688
<b>OTHER</b>	<b>60%</b>  <b>29%</b>  <b>11%</b> 	15	45	29	6	4	↓1	3.61	0.96	7,450
45. Employees at this installation/activity are treated fairly with regard to discipline.										
<b>Total Army</b>	<b>39%</b>  <b>33%</b>  <b>29%</b> 	8	31	33	19	10	↓1	3.08	1.09	27,862
<b>AMC</b>	<b>34%</b>  <b>34%</b>  <b>33%</b> 	6	28	34	21	11	↓1	2.95	1.08	5,553
<b>FORSCOM</b>	<b>35%</b>  <b>35%</b>  <b>30%</b> 	7	28	35	20	10	↓2	3.01	1.08	1,747
<b>MEDCOM</b>	<b>33%</b>  <b>34%</b>  <b>32%</b> 	7	27	34	21	11	↓5	2.97	1.09	2,966
<b>TRADOC</b>	<b>40%</b>  <b>35%</b>  <b>25%</b> 	9	31	35	17	8	↑2	3.17	1.06	2,993
<b>USACE</b>	<b>44%</b>  <b>29%</b>  <b>27%</b> 	8	36	29	19	9	↓1	3.16	1.09	6,846
<b>USAREUR</b>	<b>42%</b>  <b>35%</b>  <b>24%</b> 	9	33	35	15	8	↓1	3.19	1.06	642
<b>OTHER</b>	<b>40%</b>  <b>33%</b>  <b>28%</b> 	8	31	33	18	9	0	3.11	1.09	7,115

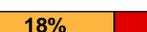
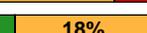
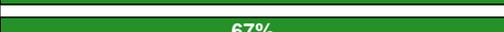
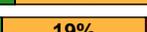
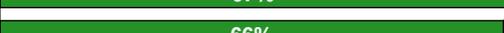
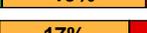
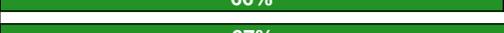
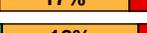
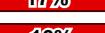
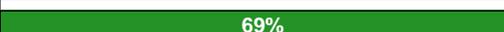
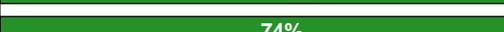
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
46. Employees at this installation/activity are treated fairly with regard to grievances and appeals.										
<b>Total Army</b>	<b>33%</b>  <b>42%</b>  <b>25%</b> 	7	27	42	16	9	↓2	3.06	1.03	24,684
<b>AMC</b>	<b>29%</b>  <b>42%</b>  <b>29%</b> 	5	24	42	18	11	↓2	2.94	1.03	4,934
<b>FORSCOM</b>	<b>31%</b>  <b>43%</b>  <b>26%</b> 	6	25	43	16	10	↓3	3.01	1.02	1,604
<b>MEDCOM</b>	<b>30%</b>  <b>42%</b>  <b>28%</b> 	6	24	42	17	10	↓5	2.98	1.03	2,727
<b>TRADOC</b>	<b>35%</b>  <b>41%</b>  <b>24%</b> 	8	27	41	16	8	0	3.12	1.02	2,736
<b>USACE</b>	<b>38%</b>  <b>40%</b>  <b>22%</b> 	7	31	40	14	8	↓1	3.15	1.01	5,815
<b>USAREUR</b>	<b>36%</b>  <b>43%</b>  <b>22%</b> 	8	27	43	13	9	↓2	3.13	1.03	580
<b>OTHER</b>	<b>34%</b>  <b>42%</b>  <b>25%</b> 	7	27	42	16	9	↓2	3.08	1.03	6,288

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	% Favorable               % Neutral               % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
<b>Satisfaction with Work Group</b>										
Total Army	74% 15% 11%	26	48	15	8	3	↓2	3.86	0.87	33,457
AMC	74% 15% 11%	24	50	15	8	3	↓2	3.84	0.85	6,639
FORSCOM	75% 15% 10%	28	47	15	7	3	↓1	3.89	0.87	2,050
MEDCOM	70% 15% 14%	24	47	15	10	4	↓6	3.76	0.94	3,526
TRADOC	76% 14% 10%	29	47	14	7	3	↓1	3.92	0.87	3,632
USACE	75% 15% 10%	25	50	15	8	3	↓2	3.87	0.84	8,301
USAREUR	74% 14% 12%	27	47	14	10	3	↓1	3.86	0.89	789
OTHER	74% 14% 11%	27	47	14	8	3	↓2	3.86	0.90	8,520
47. The people I work with do a good job.										
Total Army	82% 11% 6%	28	55	11	5	1	↓2	4.03	0.84	33,382
AMC	83% 11% 6%	27	56	11	5	1	↓1	4.03	0.82	6,621
FORSCOM	83% 12%	30	52	12	4	1	0	4.06	0.83	2,047
MEDCOM	79% 13% 8%	26	53	13	6	2	↓4	3.95	0.90	3,516
TRADOC	83% 11% 6%	31	53	11	4	1	↓1	4.07	0.84	3,624
USACE	84% 11%	27	57	11	4	1	↓2	4.05	0.79	8,287
USAREUR	81% 12% 7%	29	53	12	5	2	↓1	4.01	0.88	788
OTHER	81% 12% 7%	29	53	12	5	2	↓2	4.01	0.88	8,499

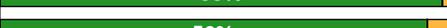
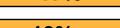
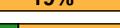
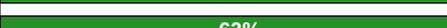
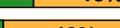
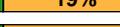
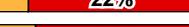
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
48. My work group is well run.										
<b>Total Army</b>	<b>66%</b>  <b>18%</b>  <b>16%</b> 	23	43	18	11	4	↓3	3.69	1.08	33,160
<b>AMC</b>	<b>64%</b>  <b>19%</b>  <b>16%</b> 	21	44	19	12	4	↓4	3.65	1.07	6,603
<b>FORSCOM</b>	<b>68%</b>  <b>18%</b>  <b>14%</b> 	25	43	18	10	4	↓1	3.74	1.06	2,027
<b>MEDCOM</b>	<b>63%</b>  <b>18%</b>  <b>19%</b> 	21	42	18	13	6	↓7	3.59	1.14	3,500
<b>TRADOC</b>	<b>68%</b>  <b>18%</b>  <b>14%</b> 	26	43	18	10	4	↓1	3.76	1.05	3,598
<b>USACE</b>	<b>67%</b>  <b>19%</b>  <b>15%</b> 	22	45	19	11	4	↓2	3.70	1.05	8,232
<b>USAREUR</b>	<b>66%</b>  <b>17%</b>  <b>17%</b> 	24	42	17	13	4	↓2	3.70	1.08	773
<b>OTHER</b>	<b>67%</b>  <b>18%</b>  <b>16%</b> 	24	42	18	11	5	↓1	3.70	1.09	8,427
49. People in my work group work well together.										
<b>Total Army</b>	<b>74%</b>  <b>14%</b>  <b>12%</b> 	27	47	14	8	3	↓2	3.86	1.01	33,164
<b>AMC</b>	<b>74%</b>  <b>16%</b>  <b>10%</b> 	25	49	16	8	3	↓1	3.86	0.98	6,594
<b>FORSCOM</b>	<b>74%</b>  <b>14%</b>  <b>12%</b> 	28	46	14	8	4	↓1	3.86	1.03	2,038
<b>MEDCOM</b>	<b>69%</b>  <b>15%</b>  <b>16%</b> 	24	45	15	10	5	↓5	3.73	1.10	3,495
<b>TRADOC</b>	<b>76%</b>  <b>13%</b>  <b>10%</b> 	30	47	13	7	3	0	3.93	1.00	3,596
<b>USACE</b>	<b>74%</b>  <b>15%</b>  <b>11%</b> 	26	49	15	8	3	↓3	3.86	0.98	8,236
<b>USAREUR</b>	<b>75%</b>  <b>12%</b>  <b>13%</b> 	29	46	12	10	2	0	3.88	1.02	772
<b>OTHER</b>	<b>74%</b>  <b>14%</b>  <b>12%</b> 	28	47	14	8	4	↓2	3.87	1.02	8,433

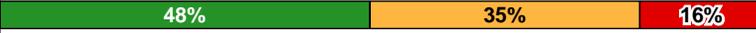
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N			
		5	4	3	2	1							
<b>Satisfaction with Training and Development</b>	<b>Total Army</b>	<b>61%</b>	<b>17%</b>	<b>22%</b>	18	43	17	14	9	↓1	3.47	1.05	33,465
	<b>AMC</b>	<b>58%</b>	<b>17%</b>	<b>24%</b>	16	42	17	14	10	↓1	3.40	1.07	6,632
	<b>FORSCOM</b>	<b>63%</b>	<b>16%</b>	<b>21%</b>	19	44	16	13	8	↑2	3.53	1.05	2,058
	<b>MEDCOM</b>	<b>59%</b>	<b>17%</b>	<b>24%</b>	18	41	17	15	10	↓3	3.42	1.08	3,519
	<b>TRADOC</b>	<b>57%</b>	<b>19%</b>	<b>25%</b>	17	40	19	15	10	↑1	3.39	1.09	3,628
	<b>USACE</b>	<b>66%</b>	<b>15%</b>	<b>19%</b>	19	47	15	12	7	↓1	3.59	0.97	8,294
	<b>USAREUR</b>	<b>59%</b>	<b>15%</b>	<b>25%</b>	20	40	15	15	10	↓1	3.44	1.10	785
	<b>OTHER</b>	<b>60%</b>	<b>17%</b>	<b>23%</b>	19	41	17	14	9	↓2	3.46	1.07	8,549
50. My supervisor and I discuss my training and development needs at least once a year.	<b>Total Army</b>	<b>61%</b>	<b>14%</b>	<b>25%</b>	18	43	14	15	9	↓1	3.45	1.22	32,723
	<b>AMC</b>	<b>55%</b>	<b>16%</b>	<b>30%</b>	15	40	16	18	11	0	3.29	1.24	6,482
	<b>FORSCOM</b>	<b>64%</b>	<b>14%</b>	<b>22%</b>	19	45	14	14	8	↑2	3.52	1.19	2,031
	<b>MEDCOM</b>	<b>59%</b>	<b>15%</b>	<b>26%</b>	18	41	15	16	10	↓3	3.40	1.24	3,432
	<b>TRADOC</b>	<b>56%</b>	<b>16%</b>	<b>28%</b>	17	39	16	17	11	0	3.33	1.25	3,543
	<b>USACE</b>	<b>72%</b>	<b>11%</b>	<b>17%</b>	21	51	11	12	5	0	3.71	1.09	8,154
	<b>USAREUR</b>	<b>59%</b>	<b>13%</b>	<b>27%</b>	21	38	13	17	10	↑1	3.42	1.28	764
	<b>OTHER</b>	<b>58%</b>	<b>15%</b>	<b>27%</b>	18	40	15	16	11	↓4	3.39	1.25	8,317

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
51. I receive the training I need to perform my job properly (e.g., on-the-job training, classroom instruction, conferences, workshops).										
<b>Total Army</b>	<b>59%</b>  <b>18%</b>  <b>23%</b> 	17	42	18	14	9	↓1	3.43	1.19	33,152
<b>AMC</b>	<b>58%</b>  <b>19%</b>  <b>24%</b> 	15	43	19	14	10	↑1	3.39	1.18	6,573
<b>FORSCOM</b>	<b>62%</b>  <b>17%</b>  <b>21%</b> 	18	44	17	13	8	↑2	3.50	1.17	2,042
<b>MEDCOM</b>	<b>58%</b>  <b>17%</b>  <b>25%</b> 	17	41	17	15	10	↓2	3.41	1.21	3,490
<b>TRADOC</b>	<b>56%</b>  <b>19%</b>  <b>25%</b> 	16	40	19	15	10	↑1	3.37	1.21	3,590
<b>USACE</b>	<b>61%</b>  <b>18%</b>  <b>21%</b> 	17	44	18	14	7	↓1	3.49	1.14	8,211
<b>USAREUR</b>	<b>58%</b>  <b>15%</b>  <b>27%</b> 	18	40	15	17	10	0	3.38	1.25	777
<b>OTHER</b>	<b>59%</b>  <b>18%</b>  <b>24%</b> 	17	42	18	14	10	↓1	3.42	1.20	8,469
52. Management supports continued training and development.										
<b>Total Army</b>	<b>62%</b>  <b>19%</b>  <b>19%</b> 	19	43	19	11	8	↓2	3.54	1.16	32,920
<b>AMC</b>	<b>62%</b>  <b>18%</b>  <b>20%</b> 	18	44	18	11	9	↓1	3.52	1.16	6,536
<b>FORSCOM</b>	<b>63%</b>  <b>18%</b>  <b>19%</b> 	20	43	18	11	8	↑1	3.56	1.16	2,032
<b>MEDCOM</b>	<b>59%</b>  <b>19%</b>  <b>22%</b> 	18	41	19	13	9	↓3	3.46	1.19	3,458
<b>TRADOC</b>	<b>59%</b>  <b>20%</b>  <b>21%</b> 	18	41	20	12	9	↑1	3.48	1.18	3,557
<b>USACE</b>	<b>64%</b>  <b>18%</b>  <b>18%</b> 	19	45	18	11	7	↓2	3.59	1.12	8,177
<b>USAREUR</b>	<b>61%</b>  <b>18%</b>  <b>21%</b> 	21	41	18	12	9	↓3	3.53	1.20	770
<b>OTHER</b>	<b>63%</b>  <b>19%</b>  <b>18%</b> 	20	43	19	10	8	↓1	3.57	1.16	8,390

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
<b>Satisfaction with Fairness*</b>										
Total Army		15	32	33	13	7	0	3.36	0.71	30,818
AMC		13	30	34	15	8	↓1	3.25	0.67	6,130
FORSCOM		15	31	35	12	6	↓1	3.37	0.71	1,933
MEDCOM		14	34	35	11	6	↓1	3.39	0.72	3,255
TRADOC		16	32	34	12	6	↑2	3.40	0.72	3,373
USACE		15	33	31	14	7	↓1	3.38	0.69	7,621
USAREUR		17	34	33	10	6	↓1	3.48	0.77	692
OTHER		16	32	34	12	6	0	3.40	0.74	7,814
53. Managers/supervisors deal effectively with reports of prejudice and discrimination.										
Total Army		11	35	36	11	7	↓2	3.31	1.05	24,422
AMC		9	33	37	12	9	↓2	3.21	1.06	4,882
FORSCOM		11	35	35	12	7	↓1	3.32	1.04	1,617
MEDCOM		11	35	35	10	9	↓3	3.30	1.08	2,742
TRADOC		14	35	35	10	6	0	3.39	1.04	2,753
USACE		11	37	35	11	7	↓3	3.34	1.03	5,708
USAREUR		13	36	36	8	8	↓1	3.39	1.06	546
OTHER		12	33	37	11	7	↓2	3.31	1.05	6,174

\* Composite includes reverse-scored items.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	% Favorable	% Neutral	% Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
				5	4	3	2	1				
54. If I complained of discrimination, it would be held against me.*												
<b>Total Army</b>	<b>33%</b>	<b>36%</b>	<b>30%</b>	9	24	36	21	9	0	3.03	1.09	25,404
<b>AMC</b>	<b>27%</b>	<b>39%</b>	<b>34%</b>	6	21	39	24	10	↓1	2.90	1.05	5,013
<b>FORSCOM</b>	<b>33%</b>	<b>38%</b>	<b>29%</b>	10	23	38	21	8	0	3.05	1.08	1,645
<b>MEDCOM</b>	<b>35%</b>	<b>36%</b>	<b>28%</b>	9	26	36	19	9	↓1	3.08	1.09	2,755
<b>TRADOC</b>	<b>36%</b>	<b>37%</b>	<b>28%</b>	10	25	37	19	8	↑4	3.10	1.08	2,843
<b>USACE</b>	<b>35%</b>	<b>34%</b>	<b>30%</b>	9	26	34	22	9	↑1	3.05	1.09	6,098
<b>USAREUR</b>	<b>38%</b>	<b>34%</b>	<b>29%</b>	13	25	34	18	10	0	3.11	1.16	578
<b>OTHER</b>	<b>35%</b>	<b>36%</b>	<b>30%</b>	10	25	36	20	9	↑2	3.05	1.10	6,472
55. Non-minority employees often get preferential treatment over minority employees.*												
<b>Total Army</b>	<b>60%</b>	<b>30%</b>	<b>10%</b>	23	37	30	7	4	0	3.70	1.01	28,220
<b>AMC</b>	<b>59%</b>	<b>30%</b>	<b>10%</b>	23	36	30	7	4	↓2	3.69	1.02	5,638
<b>FORSCOM</b>	<b>58%</b>	<b>33%</b>	<b>10%</b>	23	34	33	6	3	↑1	3.67	1.01	1,778
<b>MEDCOM</b>	<b>57%</b>	<b>31%</b>	<b>11%</b>	21	36	31	7	4	↓1	3.63	1.02	3,026
<b>TRADOC</b>	<b>58%</b>	<b>31%</b>	<b>11%</b>	23	35	31	8	4	0	3.67	1.03	3,089
<b>USACE</b>	<b>65%</b>	<b>26%</b>	<b>9%</b>	26	39	26	6	3	0	3.79	0.99	6,957
<b>USAREUR</b>	<b>60%</b>	<b>32%</b>	<b>8%</b>	23	36	32	5	3	0	3.72	0.98	630
<b>OTHER</b>	<b>59%</b>	<b>31%</b>	<b>10%</b>	23	36	31	7	4	↑1	3.67	1.01	7,102

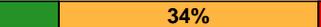
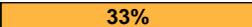
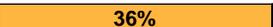
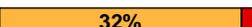
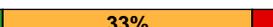
\* Item is phrased in a negative manner.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N			
		5	4	3	2	1							
56. Minority employees often get preferential treatment over non-minority employees.*	<b>Total Army</b>	<b>40%</b>	<b>32%</b>	<b>27%</b>	12	28	32	18	9	↓1	3.16	1.15	28,330
	<b>AMC</b>	<b>33%</b>	<b>33%</b>	<b>35%</b>	9	23	33	22	13	0	2.94	1.15	5,663
	<b>FORSCOM</b>	<b>42%</b>	<b>34%</b>	<b>23%</b>	14	29	34	15	9	↓2	3.24	1.13	1,787
	<b>MEDCOM</b>	<b>45%</b>	<b>33%</b>	<b>23%</b>	13	31	33	14	8	↓1	3.27	1.12	3,025
	<b>TRADOC</b>	<b>42%</b>	<b>32%</b>	<b>25%</b>	14	28	32	17	8	↑1	3.23	1.14	3,104
	<b>USACE</b>	<b>39%</b>	<b>29%</b>	<b>32%</b>	11	27	29	22	10	↑1	3.07	1.16	6,989
	<b>USAREUR</b>	<b>50%</b>	<b>34%</b>	<b>16%</b>	17	32	34	11	6	↓4	3.45	1.08	637
	<b>OTHER</b>	<b>45%</b>	<b>33%</b>	<b>22%</b>	15	30	33	14	8	0	3.30	1.12	7,125
	57. Male employees often get preferential treatment over female employees.*	<b>Total Army</b>	<b>51%</b>	<b>33%</b>	<b>16%</b>	17	34	33	11	5	0	3.47	1.05
<b>AMC</b>		<b>50%</b>	<b>33%</b>	<b>17%</b>	16	34	33	12	5	↓1	3.44	1.06	5,813
<b>FORSCOM</b>		<b>48%</b>	<b>35%</b>	<b>17%</b>	16	32	35	12	5	0	3.41	1.06	1,822
<b>MEDCOM</b>		<b>48%</b>	<b>36%</b>	<b>15%</b>	14	34	36	11	5	↓1	3.43	1.01	3,039
<b>TRADOC</b>		<b>49%</b>	<b>34%</b>	<b>17%</b>	16	32	34	12	5	↑1	3.42	1.07	3,109
<b>USACE</b>		<b>55%</b>	<b>30%</b>	<b>15%</b>	19	36	30	11	4	↑1	3.54	1.04	7,227
<b>USAREUR</b>		<b>56%</b>	<b>33%</b>	<b>11%</b>	19	37	33	8	3	↑1	3.61	0.99	637
<b>OTHER</b>		<b>51%</b>	<b>33%</b>	<b>16%</b>	17	34	33	11	5	↑2	3.47	1.06	7,236

\* Item is phrased in a negative manner.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

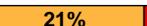
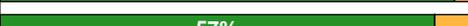
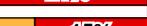
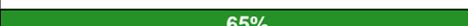
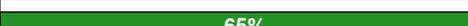
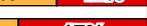
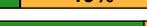
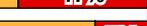
Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
58. Female employees often get preferential treatment over male employees.*										
<b>Total Army</b>	<b>49%</b>  <b>34%</b>  <b>17%</b> 	14	35	34	11	6	0	3.40	1.05	28,932
<b>AMC</b>	<b>41%</b>  <b>33%</b>  <b>25%</b> 	11	30	33	16	9	0	3.18	1.11	5,832
<b>FORSCOM</b>	<b>50%</b>  <b>36%</b>  <b>14%</b> 	15	35	36	9	4	↓2	3.47	1.00	1,816
<b>MEDCOM</b>	<b>53%</b>  <b>37%</b>  <b>10%</b> 	14	39	37	6	3	↓1	3.54	0.93	3,041
<b>TRADOC</b>	<b>51%</b>  <b>36%</b>  <b>13%</b> 	15	36	36	9	4	↑1	3.49	0.99	3,121
<b>USACE</b>	<b>48%</b>  <b>32%</b>  <b>21%</b> 	13	34	32	14	7	0	3.34	1.08	7,233
<b>USAREUR</b>	<b>54%</b>  <b>33%</b>  <b>14%</b> 	18	36	33	10	4	↓2	3.54	1.02	640
<b>OTHER</b>	<b>52%</b>  <b>34%</b>  <b>13%</b> 	16	36	34	9	4	0	3.50	1.01	7,249

\* Item is phrased in a negative manner.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
<b>Satisfaction with Physical Conditions</b>										
Total Army	64% Favorable, 17% Neutral, 18% Unfavorable	14	51	17	12	6	↓1	3.54	0.87	33,528
AMC	61% Favorable, 19% Neutral, 20% Unfavorable	11	50	19	14	6	↓2	3.45	0.87	6,647
FORSCOM	59% Favorable, 20% Neutral, 20% Unfavorable	12	48	20	14	6	↓1	3.44	0.89	2,053
MEDCOM	64% Favorable, 17% Neutral, 20% Unfavorable	13	50	17	13	6	↓2	3.51	0.88	3,518
TRADOC	60% Favorable, 19% Neutral, 21% Unfavorable	12	48	19	15	7	↑2	3.43	0.92	3,645
USACE	74% Favorable, 13% Neutral, 13% Unfavorable	18	56	13	9	4	↑2	3.75	0.77	8,316
USAREUR	69% Favorable, 16% Neutral, 15% Unfavorable	16	54	16	10	5	↑4	3.65	0.85	787
OTHER	61% Favorable, 19% Neutral, 20% Unfavorable	13	48	19	13	7	↓1	3.47	0.91	8,562
59. At this installation/activity, physical conditions (e.g., noise level, temperature, lighting, cleanliness) allow employees to perform their jobs well.										
Total Army	61% Favorable, 15% Neutral, 23% Unfavorable	12	49	15	16	7	↓1	3.43	1.11	33,380
AMC	57% Favorable, 18% Neutral, 25% Unfavorable	10	47	18	18	8	↓1	3.34	1.11	6,618
FORSCOM	59% Favorable, 18% Neutral, 23% Unfavorable	11	48	18	16	7	↑1	3.40	1.09	2,042
MEDCOM	60% Favorable, 15% Neutral, 25% Unfavorable	12	48	15	18	8	↓4	3.39	1.13	3,505
TRADOC	58% Favorable, 16% Neutral, 26% Unfavorable	11	47	16	18	8	↑2	3.35	1.14	3,623
USACE	70% Favorable, 13% Neutral, 17% Unfavorable	15	55	13	12	5	↑1	3.63	1.04	8,288
USAREUR	68% Favorable, 12% Neutral, 20% Unfavorable	14	54	12	13	7	↑4	3.55	1.10	784
OTHER	58% Favorable, 16% Neutral, 26% Unfavorable	12	46	16	18	8	↓2	3.35	1.15	8,520

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
60. Programs that encourage good health practices are supported here (e.g., fitness centers, health education programs).										
<b>Total Army</b>	<b>62%</b>  <b>19%</b>  <b>19%</b> 	15	47	19	13	6	0	3.51	1.08	32,635
<b>AMC</b>	<b>60%</b>  <b>21%</b>  <b>20%</b> 	11	48	21	13	7	↓3	3.44	1.07	6,502
<b>FORSCOM</b>	<b>54%</b>  <b>23%</b>  <b>23%</b> 	11	43	23	16	7	↓1	3.36	1.09	1,987
<b>MEDCOM</b>	<b>59%</b>  <b>19%</b>  <b>21%</b> 	13	46	19	14	7	0	3.45	1.10	3,422
<b>TRADOC</b>	<b>57%</b>  <b>22%</b>  <b>21%</b> 	12	45	22	14	6	0	3.42	1.08	3,507
<b>USACE</b>	<b>71%</b>  <b>15%</b>  <b>15%</b> 	20	51	15	10	5	↑1	3.71	1.04	8,173
<b>USAREUR</b>	<b>70%</b>  <b>16%</b>  <b>14%</b> 	18	52	16	9	4	↑7	3.70	1.01	769
<b>OTHER</b>	<b>60%</b>  <b>20%</b>  <b>20%</b> 	14	46	20	14	7	0	3.46	1.10	8,275
61. Employees are protected from health and safety hazards on the job.										
<b>Total Army</b>	<b>70%</b>  <b>18%</b>  <b>13%</b> 	14	55	18	8	4	↑1	3.68	0.96	32,990
<b>AMC</b>	<b>65%</b>  <b>20%</b>  <b>15%</b> 	11	54	20	10	5	↓1	3.57	0.98	6,539
<b>FORSCOM</b>	<b>65%</b>  <b>20%</b>  <b>16%</b> 	12	53	20	11	5	0	3.56	0.99	2,022
<b>MEDCOM</b>	<b>72%</b>  <b>16%</b>  <b>12%</b> 	15	57	16	8	4	↓1	3.70	0.95	3,455
<b>TRADOC</b>	<b>64%</b>  <b>19%</b>  <b>17%</b> 	12	51	19	12	6	↑2	3.53	1.03	3,593
<b>USACE</b>	<b>81%</b>  <b>13%</b>  <b>7%</b> 	19	62	13	5	2	↑3	3.91	0.82	8,207
<b>USAREUR</b>	<b>70%</b>  <b>19%</b>  <b>11%</b> 	15	56	19	8	3	↑3	3.72	0.90	772
<b>OTHER</b>	<b>66%</b>  <b>20%</b>  <b>14%</b> 	14	52	20	9	5	0	3.61	1.00	8,402

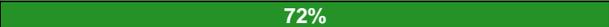
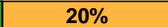
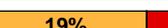
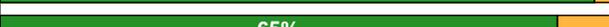
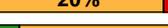
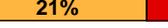
# Supplemental Item Detail

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

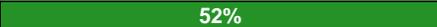
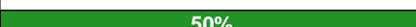
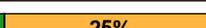
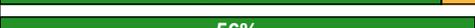
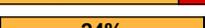
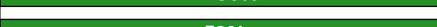
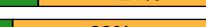
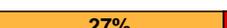
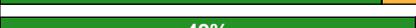
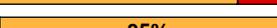
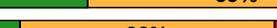
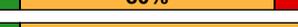
Item Detail	 % Favorable  % Neutral  % Unfavorable			Category Percents					Mean	Std Dev	Valid N
	5	4	3	2	1						
<b>Your Organization*</b>											
Total Army	55%	23%	22%	12	43	23	15	7	3.37	0.72	33,558
AMC	55%	24%	22%	11	44	24	15	7	3.36	0.70	6,656
FORSCOM	55%	22%	23%	13	43	22	15	7	3.38	0.73	2,051
MEDCOM	52%	23%	25%	11	40	23	16	9	3.29	0.78	3,523
TRADOC	56%	22%	22%	14	43	22	15	7	3.41	0.75	3,648
USACE	57%	23%	20%	10	46	23	14	6	3.40	0.67	8,317
USAREUR	55%	21%	25%	14	41	21	16	8	3.35	0.78	787
OTHER	54%	23%	23%	12	42	23	15	8	3.35	0.75	8,576
62. There is a good working relationship between civilian and military personnel.											
Total Army	74%	16%	10%	17	57	16	7	3	3.79	0.90	30,519
AMC	79%	16%	5%	17	61	16	4	1	3.89	0.77	5,895
FORSCOM	80%	13%	8%	20	60	13	6	2	3.90	0.85	1,980
MEDCOM	67%	16%	18%	16	51	16	12	5	3.59	1.06	3,470
TRADOC	77%	13%	10%	20	58	13	7	3	3.84	0.92	3,532
USACE	72%	21%	6%	15	57	21	5	2	3.79	0.82	6,886
USAREUR	72%	14%	15%	19	52	14	11	4	3.73	1.01	734
OTHER	73%	15%	12%	18	55	15	8	4	3.75	0.96	8,022

\* Composite includes reverse-scored items.

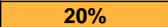
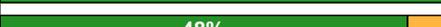
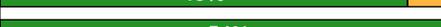
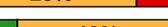
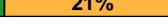
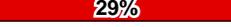
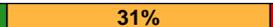
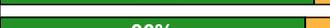
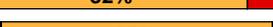
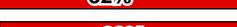
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
63. There is a good working relationship between civilian/military personnel and contractors.									
<b>Total Army</b>	<b>72%</b>  <b>20%</b>  <b>8%</b> 	14	58	20	6	2	3.75	0.84	29,604
<b>AMC</b>	<b>73%</b>  <b>20%</b>  <b>7%</b> 	13	60	20	6	1	3.78	0.80	6,046
<b>FORSCOM</b>	<b>70%</b>  <b>19%</b>  <b>11%</b> 	15	55	19	8	3	3.72	0.90	1,866
<b>MEDCOM</b>	<b>65%</b>  <b>22%</b>  <b>12%</b> 	14	52	22	9	4	3.63	0.95	3,228
<b>TRADOC</b>	<b>71%</b>  <b>20%</b>  <b>9%</b> 	15	56	20	7	2	3.75	0.87	3,283
<b>USACE</b>	<b>74%</b>  <b>22%</b>  	11	63	22	4	1	3.80	0.71	6,949
<b>USAREUR</b>	<b>71%</b>  <b>20%</b>  <b>9%</b> 	17	53	20	7	2	3.77	0.89	658
<b>OTHER</b>	<b>71%</b>  <b>20%</b>  <b>9%</b> 	15	56	20	6	3	3.75	0.88	7,574
64. Civilians are made to feel that they are an important part of the Army team.									
<b>Total Army</b>	<b>64%</b>  <b>19%</b>  <b>16%</b> 	14	50	19	12	5	3.57	1.02	32,721
<b>AMC</b>	<b>69%</b>  <b>19%</b>  <b>12%</b> 	14	55	19	9	3	3.67	0.94	6,507
<b>FORSCOM</b>	<b>64%</b>  <b>17%</b>  <b>19%</b> 	15	49	17	14	5	3.55	1.05	2,028
<b>MEDCOM</b>	<b>56%</b>  <b>19%</b>  <b>25%</b> 	13	43	19	17	8	3.35	1.15	3,499
<b>TRADOC</b>	<b>64%</b>  <b>18%</b>  <b>18%</b> 	16	48	18	13	5	3.57	1.06	3,594
<b>USACE</b>	<b>68%</b>  <b>21%</b>  <b>11%</b> 	13	55	21	8	3	3.68	0.90	7,912
<b>USAREUR</b>	<b>59%</b>  <b>18%</b>  <b>23%</b> 	16	43	18	17	6	3.47	1.12	769
<b>OTHER</b>	<b>61%</b>  <b>20%</b>  <b>19%</b> 	15	46	20	13	6	3.51	1.08	8,412

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

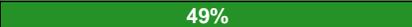
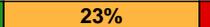
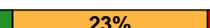
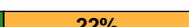
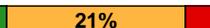
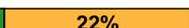
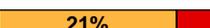
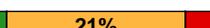
Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
65. Civilian supervisors are concerned about civilian employee job satisfaction.									
<b>Total Army</b>	<b>52%</b>  <b>25%</b>  <b>23%</b> 	11	41	25	15	7	3.32	1.09	31,419
<b>AMC</b>	<b>47%</b>  <b>27%</b>  <b>26%</b> 	9	38	27	18	8	3.21	1.09	6,448
<b>FORSCOM</b>	<b>51%</b>  <b>24%</b>  <b>25%</b> 	11	40	24	17	7	3.30	1.11	1,952
<b>MEDCOM</b>	<b>50%</b>  <b>28%</b>  <b>22%</b> 	11	40	28	14	8	3.31	1.09	2,995
<b>TRADOC</b>	<b>52%</b>  <b>25%</b>  <b>23%</b> 	13	39	25	16	7	3.34	1.11	3,304
<b>USACE</b>	<b>56%</b>  <b>24%</b>  <b>20%</b> 	10	47	24	15	6	3.40	1.03	7,928
<b>USAREUR</b>	<b>53%</b>  <b>23%</b>  <b>24%</b> 	13	41	23	17	7	3.36	1.11	731
<b>OTHER</b>	<b>52%</b>  <b>25%</b>  <b>23%</b> 	12	41	25	15	8	3.34	1.11	8,061
66. Military supervisors are concerned about civilian employee job satisfaction.									
<b>Total Army</b>	<b>43%</b>  <b>34%</b>  <b>22%</b> 	10	33	34	14	8	3.23	1.07	25,642
<b>AMC</b>	<b>39%</b>  <b>43%</b>  <b>18%</b> 	8	31	43	11	6	3.24	0.98	4,390
<b>FORSCOM</b>	<b>39%</b>  <b>37%</b>  <b>24%</b> 	9	30	37	15	8	3.15	1.06	1,621
<b>MEDCOM</b>	<b>43%</b>  <b>27%</b>  <b>31%</b> 	10	32	27	19	12	3.10	1.18	3,268
<b>TRADOC</b>	<b>45%</b>  <b>32%</b>  <b>23%</b> 	12	33	32	15	8	3.26	1.10	3,048
<b>USACE</b>	<b>49%</b>  <b>35%</b>  <b>16%</b> 	10	39	35	10	5	3.38	0.99	5,906
<b>USAREUR</b>	<b>41%</b>  <b>30%</b>  <b>29%</b> 	11	30	30	19	10	3.14	1.14	630
<b>OTHER</b>	<b>41%</b>  <b>33%</b>  <b>26%</b> 	10	31	33	17	9	3.16	1.10	6,779

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

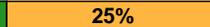
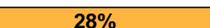
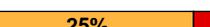
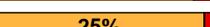
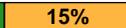
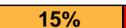
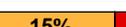
Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
67. I am satisfied with the amount of involvement I have in decisions that affect my work.									
<b>Total Army</b>	<b>52%</b>  <b>20%</b>  <b>28%</b> 	11	41	20	19	9	3.26	1.16	33,224
<b>AMC</b>	<b>51%</b>  <b>20%</b>  <b>28%</b> 	10	42	20	20	9	3.24	1.14	6,598
<b>FORSCOM</b>	<b>53%</b>  <b>19%</b>  <b>28%</b> 	12	42	19	19	9	3.28	1.16	2,037
<b>MEDCOM</b>	<b>48%</b>  <b>20%</b>  <b>32%</b> 	11	38	20	21	11	3.15	1.20	3,487
<b>TRADOC</b>	<b>54%</b>  <b>19%</b>  <b>27%</b> 	14	40	19	18	9	3.32	1.18	3,616
<b>USACE</b>	<b>53%</b>  <b>21%</b>  <b>27%</b> 	10	43	21	19	8	3.29	1.11	8,229
<b>USAREUR</b>	<b>53%</b>  <b>18%</b>  <b>29%</b> 	15	38	18	19	10	3.29	1.22	782
<b>OTHER</b>	<b>52%</b>  <b>19%</b>  <b>29%</b> 	12	40	19	19	9	3.26	1.18	8,475
68. My work productivity is reduced by unnecessary rules and regulations.*									
<b>Total Army</b>	<b>33%</b>  <b>31%</b>  <b>36%</b> 	6	27	31	25	11	2.93	1.09	32,729
<b>AMC</b>	<b>29%</b>  <b>33%</b>  <b>38%</b> 	5	24	33	27	11	2.84	1.06	6,505
<b>FORSCOM</b>	<b>37%</b>  <b>33%</b>  <b>30%</b> 	7	30	33	22	7	3.08	1.05	1,996
<b>MEDCOM</b>	<b>36%</b>  <b>32%</b>  <b>32%</b> 	7	29	32	23	9	3.02	1.08	3,433
<b>TRADOC</b>	<b>39%</b>  <b>32%</b>  <b>29%</b> 	8	31	32	21	7	3.11	1.06	3,545
<b>USACE</b>	<b>29%</b>  <b>29%</b>  <b>41%</b> 	5	25	29	28	14	2.79	1.10	8,134
<b>USAREUR</b>	<b>42%</b>  <b>25%</b>  <b>33%</b> 	8	34	25	21	12	3.06	1.16	769
<b>OTHER</b>	<b>35%</b>  <b>31%</b>  <b>34%</b> 	7	29	31	23	10	2.98	1.09	8,347

\* Item is phrased in a negative manner.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
69. There is good communication between work groups/work units in my organization.									
<b>Total Army</b>	<b>49%</b>  <b>23%</b>  <b>28%</b> 	9	40	23	20	8	3.22	1.10	32,864
<b>AMC</b>	<b>48%</b>  <b>24%</b>  <b>28%</b> 	8	40	24	19	8	3.20	1.10	6,543
<b>FORSCOM</b>	<b>50%</b>  <b>23%</b>  <b>26%</b> 	10	41	23	18	8	3.26	1.10	2,018
<b>MEDCOM</b>	<b>43%</b>  <b>26%</b>  <b>31%</b> 	8	35	26	21	10	3.09	1.13	3,447
<b>TRADOC</b>	<b>53%</b>  <b>23%</b>  <b>25%</b> 	11	41	23	18	7	3.32	1.11	3,562
<b>USACE</b>	<b>50%</b>  <b>23%</b>  <b>27%</b> 	8	43	23	20	7	3.24	1.07	8,145
<b>USAREUR</b>	<b>49%</b>  <b>22%</b>  <b>29%</b> 	11	39	22	21	8	3.22	1.14	770
<b>OTHER</b>	<b>49%</b>  <b>23%</b>  <b>28%</b> 	9	40	23	20	9	3.22	1.12	8,379
70. I feel my job is secure.									
<b>Total Army</b>	<b>51%</b>  <b>21%</b>  <b>28%</b> 	11	40	21	16	12	3.22	1.19	32,968
<b>AMC</b>	<b>51%</b>  <b>21%</b>  <b>28%</b> 	11	41	21	17	10	3.24	1.16	6,572
<b>FORSCOM</b>	<b>42%</b>  <b>20%</b>  <b>38%</b> 	9	33	20	20	18	2.95	1.26	2,020
<b>MEDCOM</b>	<b>54%</b>  <b>22%</b>  <b>24%</b> 	11	42	22	14	10	3.30	1.16	3,466
<b>TRADOC</b>	<b>50%</b>  <b>21%</b>  <b>29%</b> 	11	39	21	17	11	3.21	1.19	3,568
<b>USACE</b>	<b>51%</b>  <b>21%</b>  <b>28%</b> 	9	42	21	16	11	3.21	1.17	8,147
<b>USAREUR</b>	<b>50%</b>  <b>20%</b>  <b>30%</b> 	12	38	20	16	13	3.19	1.24	777
<b>OTHER</b>	<b>52%</b>  <b>21%</b>  <b>27%</b> 	12	40	21	15	12	3.25	1.20	8,418

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
71. My organization encourages creative solutions and new practices/ways of doing business.									
<b>Total Army</b>	<b>51%</b>  <b>25%</b>  <b>24%</b> 	10	40	25	15	9	3.29	1.11	32,800
<b>AMC</b>	<b>50%</b>  <b>25%</b>  <b>25%</b> 	10	41	25	16	9	3.26	1.12	6,520
<b>FORSCOM</b>	<b>53%</b>  <b>24%</b>  <b>23%</b> 	12	42	24	15	8	3.33	1.12	2,011
<b>MEDCOM</b>	<b>48%</b>  <b>28%</b>  <b>25%</b> 	9	38	28	15	9	3.23	1.11	3,441
<b>TRADOC</b>	<b>52%</b>  <b>26%</b>  <b>22%</b> 	12	40	26	14	8	3.34	1.10	3,556
<b>USACE</b>	<b>53%</b>  <b>25%</b>  <b>22%</b> 	10	43	25	15	7	3.33	1.07	8,143
<b>USAREUR</b>	<b>48%</b>  <b>25%</b>  <b>27%</b> 	14	34	25	17	9	3.26	1.17	769
<b>OTHER</b>	<b>50%</b>  <b>25%</b>  <b>26%</b> 	11	38	25	16	9	3.25	1.14	8,360
72. The amount of work I am expected to do is reasonable.									
<b>Total Army</b>	<b>68%</b>  <b>15%</b>  <b>17%</b> 	11	57	15	12	6	3.55	1.02	33,297
<b>AMC</b>	<b>69%</b>  <b>15%</b>  <b>16%</b> 	9	59	15	10	5	3.57	0.98	6,598
<b>FORSCOM</b>	<b>67%</b>  <b>15%</b>  <b>18%</b> 	12	55	15	12	6	3.55	1.05	2,039
<b>MEDCOM</b>	<b>65%</b>  <b>15%</b>  <b>19%</b> 	10	55	15	13	7	3.50	1.05	3,499
<b>TRADOC</b>	<b>67%</b>  <b>14%</b>  <b>18%</b> 	13	55	14	12	6	3.56	1.05	3,618
<b>USACE</b>	<b>71%</b>  <b>13%</b>  <b>15%</b> 	10	62	13	11	4	3.61	0.96	8,258
<b>USAREUR</b>	<b>69%</b>  <b>13%</b>  <b>17%</b> 	14	55	13	12	5	3.61	1.04	785
<b>OTHER</b>	<b>66%</b>  <b>15%</b>  <b>19%</b> 	12	54	15	12	7	3.51	1.07	8,500

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable			Category Percents					Mean	Std Dev	Valid N
	5	4	3	2	1						
73. I have sufficient resources (e.g., people, equipment and materials, budget) to get my job done.											
<b>Total Army</b>	56%	16%	28%	10	46	16	19	10	3.27	1.16	33,097
<b>AMC</b>	54%	17%	29%	8	45	17	20	9	3.24	1.14	6,555
<b>FORSCOM</b>	59%	15%	26%	11	47	15	17	9	3.34	1.16	2,036
<b>MEDCOM</b>	54%	16%	30%	10	44	16	19	11	3.23	1.18	3,474
<b>TRADOC</b>	55%	15%	30%	11	44	15	20	10	3.26	1.19	3,595
<b>USACE</b>	58%	15%	27%	9	49	15	19	8	3.31	1.12	8,213
<b>USAREUR</b>	57%	14%	29%	13	45	14	18	11	3.30	1.21	774
<b>OTHER</b>	55%	16%	29%	11	45	16	19	10	3.27	1.18	8,450
74. Compared to other organizations, how would you rate your organization as a place to work?											
<b>Total Army</b>	49%	32%	19%	19	30	32	13	6	3.42	1.12	32,021
<b>AMC</b>	48%	32%	20%	19	29	32	13	7	3.39	1.14	6,313
<b>FORSCOM</b>	50%	32%	18%	23	27	32	12	6	3.48	1.15	1,969
<b>MEDCOM</b>	44%	35%	22%	17	27	35	14	7	3.32	1.13	3,367
<b>TRADOC</b>	50%	31%	18%	22	28	31	12	6	3.47	1.14	3,487
<b>USACE</b>	54%	30%	16%	19	35	30	11	4	3.53	1.05	7,924
<b>USAREUR</b>	45%	29%	26%	19	26	29	16	9	3.28	1.22	749
<b>OTHER</b>	45%	33%	22%	18	28	33	15	7	3.34	1.14	8,212

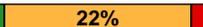
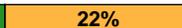
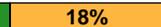
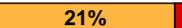
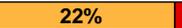
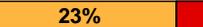
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	% Favorable      % Neutral      % Unfavorable			Category Percents					Mean	Std Dev	Valid N
	5	4	3	2	1						
<b>Performance Culture</b>											
Total Army	62%	18%	20%	16	46	18	14	6	3.54	0.80	33,378
AMC	59%	19%	22%	14	45	19	15	7	3.46	0.80	6,619
FORSCOM	64%	17%	19%	19	45	17	13	6	3.59	0.79	2,044
MEDCOM	65%	16%	19%	18	47	16	13	6	3.59	0.80	3,504
TRADOC	65%	17%	17%	19	46	17	12	5	3.63	0.79	3,631
USACE	61%	18%	21%	14	48	18	14	7	3.49	0.77	8,281
USAREUR	64%	18%	17%	21	43	18	12	5	3.63	0.81	782
OTHER	63%	17%	20%	18	45	17	13	6	3.57	0.82	8,517
75. Corrective actions are taken when employees do not meet performance standards.											
Total Army	28%	30%	42%	4	24	30	29	13	2.76	1.07	27,667
AMC	23%	31%	46%	2	20	31	31	15	2.64	1.04	5,490
FORSCOM	28%	31%	41%	4	24	31	28	12	2.79	1.07	1,747
MEDCOM	32%	29%	38%	4	28	29	26	12	2.87	1.09	2,979
TRADOC	33%	31%	36%	5	28	31	26	11	2.91	1.08	3,031
USACE	25%	30%	46%	3	22	30	30	15	2.67	1.06	6,792
USAREUR	32%	32%	36%	6	26	32	26	10	2.92	1.08	621
OTHER	30%	29%	41%	4	26	29	28	13	2.81	1.09	7,007

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

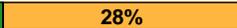
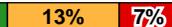
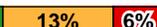
Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
76. My performance appraisal is a fair reflection of my performance.									
<b>Total Army</b>		20	53	14	8	4	3.76	1.00	31,624
<b>AMC</b>		18	52	15	10	5	3.69	1.03	6,377
<b>FORSCOM</b>		22	54	13	6	4	3.84	0.98	1,962
<b>MEDCOM</b>		21	52	13	8	5	3.76	1.04	3,312
<b>TRADOC</b>		23	54	14	7	3	3.85	0.95	3,451
<b>USACE</b>		16	55	15	9	5	3.70	1.00	7,899
<b>USAREUR</b>		26	48	16	7	3	3.85	1.00	717
<b>OTHER</b>		22	53	14	8	4	3.80	1.00	7,906
77. I know what is expected of me on the job.									
<b>Total Army</b>		23	57	10	6	3	3.92	0.91	33,196
<b>AMC</b>		21	58	12	7	3	3.86	0.92	6,580
<b>FORSCOM</b>		28	54	10	6	3	3.98	0.93	2,033
<b>MEDCOM</b>		27	57	8	5	3	4.00	0.89	3,477
<b>TRADOC</b>		28	54	9	6	2	3.99	0.91	3,609
<b>USACE</b>		20	61	11	6	2	3.90	0.86	8,242
<b>USAREUR</b>		28	53	10	7	2	3.97	0.92	778
<b>OTHER</b>		25	55	11	7	3	3.92	0.94	8,477

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
<b>Strategic Planning*</b>									
<b>Total Army</b>	<b>59%</b>  <b>21%</b>  <b>20%</b> 	13	46	21	15	5	3.45	0.76	33,303
<b>AMC</b>	<b>54%</b>  <b>22%</b>  <b>24%</b> 	11	44	22	17	7	3.35	0.79	6,599
<b>FORSCOM</b>	<b>59%</b>  <b>22%</b>  <b>19%</b> 	15	44	22	14	5	3.51	0.77	2,038
<b>MEDCOM</b>	<b>60%</b>  <b>21%</b>  <b>19%</b> 	13	46	21	14	5	3.49	0.73	3,492
<b>TRADOC</b>	<b>61%</b>  <b>19%</b>  <b>20%</b> 	15	46	19	14	5	3.52	0.79	3,617
<b>USACE</b>	<b>60%</b>  <b>21%</b>  <b>19%</b> 	11	50	21	14	4	3.48	0.73	8,266
<b>USAREUR</b>	<b>59%</b>  <b>18%</b>  <b>22%</b> 	16	43	18	17	6	3.48	0.79	785
<b>OTHER</b>	<b>58%</b>  <b>21%</b>  <b>21%</b> 	13	45	21	15	6	3.45	0.77	8,506
78. Managers communicate the organization's strategic mission, vision, and priorities.									
<b>Total Army</b>	<b>57%</b>  <b>22%</b>  <b>21%</b> 	11	46	22	15	6	3.41	1.07	32,815
<b>AMC</b>	<b>52%</b>  <b>23%</b>  <b>26%</b> 	9	43	23	17	8	3.27	1.11	6,497
<b>FORSCOM</b>	<b>56%</b>  <b>24%</b>  <b>20%</b> 	14	43	24	14	6	3.44	1.07	2,006
<b>MEDCOM</b>	<b>60%</b>  <b>21%</b>  <b>19%</b> 	12	48	21	13	6	3.48	1.05	3,441
<b>TRADOC</b>	<b>57%</b>  <b>21%</b>  <b>22%</b> 	13	44	21	15	7	3.42	1.10	3,565
<b>USACE</b>	<b>62%</b>  <b>21%</b>  <b>17%</b> 	11	51	21	12	5	3.52	1.00	8,157
<b>USAREUR</b>	<b>55%</b>  <b>22%</b>  <b>23%</b> 	13	42	22	17	6	3.39	1.10	769
<b>OTHER</b>	<b>55%</b>  <b>22%</b>  <b>23%</b> 	12	44	22	16	7	3.38	1.09	8,380

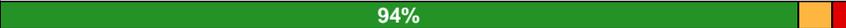
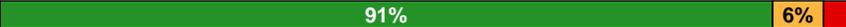
\* Composite includes reverse-scored items.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
79. Productivity in my work group/work unit is hurt by a lack of planning.*									
<b>Total Army</b>	<b>39%</b>  <b>28%</b>  <b>33%</b> 	7	31	28	25	8	3.05	1.08	32,480
<b>AMC</b>	<b>35%</b>  <b>29%</b>  <b>36%</b> 	6	29	29	27	9	2.97	1.08	6,449
<b>FORSCOM</b>	<b>41%</b>  <b>29%</b>  <b>30%</b> 	9	32	29	23	7	3.13	1.08	1,996
<b>MEDCOM</b>	<b>38%</b>  <b>29%</b>  <b>34%</b> 	7	30	29	26	7	3.04	1.07	3,400
<b>TRADOC</b>	<b>43%</b>  <b>27%</b>  <b>30%</b> 	9	33	27	23	7	3.15	1.10	3,532
<b>USACE</b>	<b>41%</b>  <b>28%</b>  <b>32%</b> 	6	34	28	25	7	3.09	1.05	8,056
<b>USAREUR</b>	<b>39%</b>  <b>23%</b>  <b>37%</b> 	10	29	23	28	10	3.02	1.16	767
<b>OTHER</b>	<b>38%</b>  <b>28%</b>  <b>34%</b> 	8	31	28	25	9	3.04	1.10	8,280
80. I know how my work relates to my organization's mission and goals.									
<b>Total Army</b>	<b>79%</b>  <b>13%</b>  <b>7%</b>	19	60	13	5	2	3.89	0.84	32,992
<b>AMC</b>	<b>76%</b>  <b>15%</b>  <b>9%</b>	16	60	15	7	3	3.80	0.88	6,536
<b>FORSCOM</b>	<b>80%</b>  <b>13%</b>  <b>6%</b>	23	57	13	5	2	3.96	0.83	2,028
<b>MEDCOM</b>	<b>81%</b>  <b>13%</b>  <b>6%</b>	20	61	13	4	2	3.94	0.80	3,453
<b>TRADOC</b>	<b>83%</b>  <b>10%</b>  <b>6%</b>	23	60	10	5	2	3.98	0.82	3,587
<b>USACE</b>	<b>78%</b>  <b>15%</b>  <b>7%</b>	14	63	15	6	2	3.83	0.80	8,190
<b>USAREUR</b>	<b>83%</b>  <b>11%</b>  <b>7%</b>	26	57	11	5	2	4.00	0.86	779
<b>OTHER</b>	<b>80%</b>  <b>12%</b>  <b>7%</b>	21	59	12	5	2	3.92	0.85	8,419

\* Item is phrased in a negative manner.

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
<b>Customer Satisfaction</b>									
<b>Total Army</b>	78% 	26	52	16	5	1	3.95	0.67	32,983
<b>AMC</b>	77% 	24	53	17	5	1	3.91	0.69	6,553
<b>FORSCOM</b>	81% 	31	50	14	4	1	4.05	0.64	2,032
<b>MEDCOM</b>	77% 	29	49	16	5	2	3.98	0.65	3,477
<b>TRADOC</b>	79% 	29	50	16	4	1	4.01	0.67	3,557
<b>USACE</b>	77% 	21	57	16	5	1	3.90	0.65	8,186
<b>USAREUR</b>	78% 	31	48	14	6	1	4.01	0.67	775
<b>OTHER</b>	78% 	28	50	16	5	2	3.97	0.68	8,403
81. I clearly understand who my customer(s) is/are.									
<b>Total Army</b>	92% 	38	54	5	2	1	4.26	0.72	32,912
<b>AMC</b>	88% 	33	55	7	4	1	4.16	0.78	6,535
<b>FORSCOM</b>	95% 	47	48	3	1	1	4.40	0.67	2,028
<b>MEDCOM</b>	96% 	47	49	3	1	0	4.40	0.63	3,466
<b>TRADOC</b>	94% 	44	50	4	2	1	4.35	0.69	3,550
<b>USACE</b>	91% 	30	60	6	3	1	4.17	0.71	8,173
<b>USAREUR</b>	94% 	47	46	4	2	1	4.38	0.70	775
<b>OTHER</b>	92% 	41	51	5	2	1	4.29	0.72	8,385

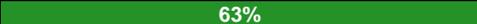
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
82. Products and services in my work group/work unit are improved based on customer input.									
<b>Total Army</b>	64% Favorable, 25% Neutral, 11% Unfavorable	17	47	25	9	2	3.68	0.93	31,179
<b>AMC</b>	64% Favorable, 25% Neutral, 11% Unfavorable	16	48	25	8	2	3.68	0.92	6,210
<b>FORSCOM</b>	65% Favorable, 25% Neutral, 10% Unfavorable	20	46	25	8	2	3.73	0.93	1,926
<b>MEDCOM</b>	60% Favorable, 27% Neutral, 14% Unfavorable	17	42	27	11	3	3.60	0.99	3,268
<b>TRADOC</b>	64% Favorable, 26% Neutral, 10% Unfavorable	19	44	26	8	2	3.71	0.94	3,364
<b>USACE</b>	66% Favorable, 24% Neutral, 10% Unfavorable	15	51	24	8	2	3.69	0.88	7,762
<b>USAREUR</b>	64% Favorable, 24% Neutral, 12% Unfavorable	20	44	24	9	2	3.70	0.98	733
<b>OTHER</b>	64% Favorable, 25% Neutral, 11% Unfavorable	19	45	25	9	3	3.69	0.96	7,916
83. Customers are satisfied with the products and services my work group/work unit provides.									
<b>Total Army</b>	77% Favorable, 18% Neutral, 5% Unfavorable	21	56	18	4	1	3.91	0.81	31,252
<b>AMC</b>	77% Favorable, 19% Neutral, 5% Unfavorable	21	56	19	4	1	3.91	0.80	6,192
<b>FORSCOM</b>	81% Favorable, 15% Neutral, 4% Unfavorable	25	56	15	3	1	4.01	0.79	1,963
<b>MEDCOM</b>	76% Favorable, 18% Neutral, 6% Unfavorable	22	55	18	4	2	3.90	0.84	3,302
<b>TRADOC</b>	77% Favorable, 18% Neutral, 5% Unfavorable	23	54	18	3	1	3.95	0.79	3,377
<b>USACE</b>	75% Favorable, 19% Neutral, 6% Unfavorable	17	58	19	4	1	3.86	0.78	7,725
<b>USAREUR</b>	77% Favorable, 16% Neutral, 7% Unfavorable	24	53	16	7	1	3.93	0.85	746
<b>OTHER</b>	77% Favorable, 18% Neutral, 5% Unfavorable	22	54	18	4	1	3.92	0.83	7,947

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
<b>Diversity</b>										
Total Army	68% 20% 12%	20	48	20	8	4	↑1	3.72	0.92	32,765
AMC	63% 23% 14%	16	47	23	9	5	0	3.60	0.93	6,480
FORSCOM	68% 20% 12%	22	46	20	8	4	↑5	3.73	0.96	2,012
MEDCOM	67% 21% 12%	21	46	21	8	5	0	3.71	0.94	3,444
TRADOC	70% 19% 11%	23	47	19	7	4	↑5	3.79	0.92	3,568
USACE	70% 19% 11%	18	52	19	7	3	0	3.75	0.87	8,135
USAREUR	71% 19% 11%	25	46	19	7	4	0	3.81	0.92	768
OTHER	68% 20% 12%	21	47	20	8	4	↑1	3.73	0.92	8,358
84. Managers/supervisors/team leaders work well with employees of different backgrounds.										
Total Army	67% 20% 12%	16	51	20	8	4	0	3.68	0.98	32,024
AMC	64% 23% 14%	13	50	23	9	5	0	3.58	0.99	6,326
FORSCOM	68% 19% 13%	19	49	19	8	4	↑4	3.71	1.00	1,970
MEDCOM	66% 21% 14%	18	48	21	8	5	↓1	3.65	1.03	3,382
TRADOC	71% 19% 11%	20	50	19	7	4	↑4	3.77	0.97	3,500
USACE	69% 20% 11%	14	55	20	8	3	↓2	3.69	0.92	7,909
USAREUR	69% 20% 11%	21	48	20	8	3	↓3	3.75	0.98	757
OTHER	68% 20% 12%	18	50	20	8	4	↑1	3.70	0.99	8,180

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
85. Discrimination (on the basis of gender, race, national origin, religion, age, cultural background, disability, or sexual orientation) is not tolerated here.										
<b>Total Army</b>	<b>68%</b>  <b>20%</b>  <b>12%</b> 	23	45	20	8	4	↑2	3.76	1.02	31,781
<b>AMC</b>	<b>63%</b>  <b>23%</b>  <b>14%</b> 	18	45	23	9	5	0	3.62	1.04	6,279
<b>FORSCOM</b>	<b>67%</b>  <b>21%</b>  <b>12%</b> 	25	42	21	8	4	↑5	3.76	1.04	1,961
<b>MEDCOM</b>	<b>68%</b>  <b>21%</b>  <b>11%</b> 	24	44	21	7	4	↑1	3.77	1.02	3,367
<b>TRADOC</b>	<b>70%</b>  <b>19%</b>  <b>11%</b> 	26	44	19	8	4	↑6	3.82	1.02	3,478
<b>USACE</b>	<b>72%</b>  <b>18%</b>  <b>11%</b> 	23	49	18	7	3	↑2	3.81	0.97	7,893
<b>USAREUR</b>	<b>73%</b>  <b>17%</b>  <b>10%</b> 	29	43	17	6	4	↑2	3.88	1.02	736
<b>OTHER</b>	<b>69%</b>  <b>20%</b>  <b>11%</b> 	24	45	20	7	4	↑3	3.78	1.02	8,067

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
<b>Harassment</b>			
86. During the last 12 months, have you been harassed (e.g., on the basis of your gender, race, national origin, religion, age, cultural background, disability, sexual orientation) while working for the Army?			
<b>Total Army</b>			
Yes	8%	0	2,536
No	92%	0	30,649
<b>AMC</b>			
Yes	8%	0	511
No	92%	0	6,067
<b>FORSCOM</b>			
Yes	9%	↓1	182
No	91%	↑1	1,844
<b>MEDCOM</b>			
Yes	10%	↓1	334
No	90%	↑1	3,148
<b>TRADOC</b>			
Yes	7%	↓1	247
No	93%	↑1	3,363
<b>USACE</b>			
Yes	7%	0	552
No	93%	0	7,682
<b>USAREUR</b>			
Yes	8%	↓2	60
No	92%	↑2	721
<b>OTHER</b>			
Yes	8%	↓1	650
No	92%	↑1	7,824
87. If you were harassed, did you report the incident?			
<b>Total Army</b>			
Yes	7%	↑3	185
No	93%	↓3	2,610

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
87. If you were harassed, did you report the incident?			
<b>AMC</b>			
Yes	7%	↑5	36
No	93%	↓5	515
<b>FORSCOM</b>			
Yes	4%	↑1	7
No	96%	↓1	175
<b>MEDCOM</b>			
Yes	7%	↑2	23
No	93%	↓2	300
<b>TRADOC</b>			
Yes	6%	↑2	18
No	94%	↓2	306
<b>USACE</b>			
Yes	7%	↑3	40
No	93%	↓3	537
<b>USAREUR</b>			
Yes	8%	↓5	6
No	92%	↑5	66
<b>OTHER</b>			
Yes	7%	↑3	55
No	93%	↓3	711
88. If you reported the incident, was any action taken? (e.g., management spoke with the offending person)			
<b>Total Army</b>			
Yes	3%	↓1	35
No	66%	↑1	756
Don't Know	31%	↓10	360
<b>AMC</b>			
Yes	5%	↑4	12
No	63%	↓4	151
Don't Know	32%	↓13	75

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
88. If you reported the incident, was any action taken? (e.g., management spoke with the offending person)			
<b>FORSCOM</b>			
Yes	0%	↓7	0
No	70%	↑7	49
Don't Know	30%	↓9	21
<b>MEDCOM</b>			
Yes	1%	↓6	1
No	68%	↑6	87
Don't Know	31%	↓4	40
<b>TRADOC</b>			
Yes	1%	↓7	1
No	66%	↑7	78
Don't Know	34%	↓12	40
<b>USACE</b>			
Yes	3%	↑2	7
No	62%	↓2	137
Don't Know	35%	↓12	76
<b>USAREUR</b>			
Yes	3%	↓2	1
No	64%	↑2	21
Don't Know	33%	↓5	11
<b>OTHER</b>			
Yes	4%	0	13
No	68%	0	233
Don't Know	28%	↓11	97

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
<b>Army Knowledge Online (AKO)</b>			
89. How frequently do you access Army Knowledge Online (AKO)?			
<b>Total Army</b>			
Once a month or less often	43%	---	14,289
2-3 times a month	14%	---	4,728
1-2 times a week	11%	---	3,738
3-4 times a week	6%	---	2,044
Almost every day	9%	---	3,122
Does not apply – I do not access AKO	16%	---	5,346
<b>AMC</b>			
Once a month or less often	43%	---	2,843
2-3 times a month	16%	---	1,082
1-2 times a week	13%	---	839
3-4 times a week	6%	---	422
Almost every day	10%	---	671
Does not apply – I do not access AKO	11%	---	741
<b>FORSCOM</b>			
Once a month or less often	37%	---	760
2-3 times a month	16%	---	330
1-2 times a week	12%	---	251
3-4 times a week	8%	---	157
Almost every day	12%	---	242
Does not apply – I do not access AKO	15%	---	297
<b>MEDCOM</b>			
Once a month or less often	45%	---	1,570
2-3 times a month	12%	---	407
1-2 times a week	10%	---	357
3-4 times a week	5%	---	171
Almost every day	7%	---	246
Does not apply – I do not access AKO	21%	---	738

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
89. How frequently do you access Army Knowledge Online (AKO)?			
<b>TRADOC</b>			
Once a month or less often	36%	---	1,292
2-3 times a month	17%	---	629
1-2 times a week	13%	---	480
3-4 times a week	8%	---	288
Almost every day	10%	---	365
Does not apply – I do not access AKO	16%	---	570
<b>USACE</b>			
Once a month or less often	58%	---	4,780
2-3 times a month	10%	---	826
1-2 times a week	5%	---	390
3-4 times a week	2%	---	128
Almost every day	2%	---	199
Does not apply – I do not access AKO	23%	---	1,922
<b>USAREUR</b>			
Once a month or less often	22%	---	168
2-3 times a month	18%	---	139
1-2 times a week	16%	---	121
3-4 times a week	10%	---	81
Almost every day	25%	---	195
Does not apply – I do not access AKO	10%	---	75
<b>OTHER</b>			
Once a month or less often	34%	---	2,876
2-3 times a month	15%	---	1,315
1-2 times a week	15%	---	1,300
3-4 times a week	9%	---	797
Almost every day	14%	---	1,204
Does not apply – I do not access AKO	12%	---	1,003

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
90. How easy or difficult is it for you to navigate the AKO web site?			
<b>Total Army</b>			
Very difficult	4%	---	1,027
Difficult	11%	---	3,217
Neither easy nor difficult	30%	---	8,280
Easy	32%	---	8,847
Very easy	12%	---	3,317
Not sure – I do not use AKO very often	12%	---	3,309
<b>AMC</b>			
Very difficult	4%	---	210
Difficult	12%	---	727
Neither easy nor difficult	31%	---	1,846
Easy	32%	---	1,908
Very easy	10%	---	601
Not sure – I do not use AKO very often	10%	---	580
<b>FORSCOM</b>			
Very difficult	3%	---	56
Difficult	10%	---	174
Neither easy nor difficult	27%	---	463
Easy	35%	---	614
Very easy	16%	---	273
Not sure – I do not use AKO very often	9%	---	164
<b>MEDCOM</b>			
Very difficult	5%	---	130
Difficult	12%	---	333
Neither easy nor difficult	27%	---	755
Easy	30%	---	822
Very easy	12%	---	345
Not sure – I do not use AKO very often	14%	---	380
<b>TRADOC</b>			
Very difficult	3%	---	83
Difficult	10%	---	304
Neither easy nor difficult	29%	---	890
Easy	36%	---	1,091
Very easy	13%	---	408
Not sure – I do not use AKO very often	9%	---	284



**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
91. Have you arranged to have your AKO emails forwarded?  <b>FORSCOM</b> No No, I did not know I could do that Yes, to my home or personal email address Yes, to my work site email address  <b>MEDCOM</b> No No, I did not know I could do that Yes, to my home or personal email address Yes, to my work site email address  <b>TRADOC</b> No No, I did not know I could do that Yes, to my home or personal email address Yes, to my work site email address  <b>USACE</b> No No, I did not know I could do that Yes, to my home or personal email address Yes, to my work site email address  <b>USAREUR</b> No No, I did not know I could do that Yes, to my home or personal email address Yes, to my work site email address  <b>OTHER</b> No No, I did not know I could do that Yes, to my home or personal email address Yes, to my work site email address	<p>Detailed description: The chart displays response percentages for 12 categories (FORSCOM, MEDCOM, TRADOC, USACE, USAREUR, OTHER) across four response options: 'No', 'No, I did not know I could do that', 'Yes, to my home or personal email address', and 'Yes, to my work site email address'. The bars are green and labeled with their respective percentages. For example, for FORSCOM, 5% chose 'No', 23% chose 'No, I did not know I could do that', 4% chose 'Yes, to my home or personal email address', and 68% chose 'Yes, to my work site email address'.</p>	--- --- --- ---  --- --- --- ---  --- --- --- ---  --- --- --- ---  --- --- --- ---  --- --- --- ---	68 315 57 914  121 828 93 857  97 525 91 1,549  194 1,824 86 1,960  33 115 28 352  286 1,093 276 4,009

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
<b>Army Civilian Personnel OnLine (CPOL) Applications</b>										
92. I find the information in PERMISS (Personnel Management and Information Support System) section of CPOL useful.										
Total Army	53% 37% 10%	11	43	37	7	3	↓1	3.51	0.88	19,569
AMC	51% 40% 9%	9	42	40	7	3	↑1	3.48	0.85	3,884
FORSCOM	54% 38% 8%	13	41	38	6	2	0	3.57	0.87	1,385
MEDCOM	56% 34% 10%	11	45	34	7	3	↑1	3.55	0.89	2,142
TRADOC	56% 36% 8%	12	44	36	6	2	↓1	3.57	0.86	2,373
USACE	45% 43% 13%	8	37	43	8	4	↓3	3.36	0.90	3,891
USAREUR	60% 30% 10%	14	46	30	8	2	↓2	3.62	0.91	525
OTHER	58% 32% 9%	12	46	32	7	3	↓2	3.58	0.88	5,369
93. The Vacancy Announcement section of CPOL is useful.										
Total Army	68% 21% 11%	14	54	21	7	4	↓8	3.67	0.93	25,536
AMC	69% 21% 10%	13	56	21	6	4	↓6	3.68	0.91	5,110
FORSCOM	68% 22% 10%	15	53	22	7	4	↓8	3.70	0.93	1,680
MEDCOM	68% 20% 12%	14	54	20	7	5	↓9	3.66	0.96	2,682
TRADOC	70% 20% 10%	15	55	20	6	4	↓6	3.71	0.93	2,919
USACE	64% 25% 11%	11	53	25	7	4	↓8	3.59	0.91	5,589
USAREUR	70% 15% 14%	17	54	15	9	5	↓12	3.68	1.01	723
OTHER	71% 19% 11%	16	55	19	7	4	↓9	3.73	0.94	6,833

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
94. The Resume Builder tool is easy to use.										
<b>Total Army</b>		11	43	24	15	8	↓10	3.34	1.10	24,214
<b>AMC</b>		9	40	26	16	9	↓11	3.25	1.10	4,607
<b>FORSCOM</b>		13	45	23	13	6	↓7	3.46	1.06	1,639
<b>MEDCOM</b>		12	43	22	15	8	↓12	3.36	1.11	2,564
<b>TRADOC</b>		12	45	22	15	6	↓10	3.42	1.08	2,790
<b>USACE</b>		8	41	26	16	9	↓8	3.24	1.09	5,427
<b>USAREUR</b>		15	47	16	13	9	↓4	3.45	1.16	714
<b>OTHER</b>		13	44	22	14	7	↓11	3.42	1.10	6,473
95. It is easy to apply for jobs being filled through RESUMIX.										
<b>Total Army</b>		13	40	23	14	9	↓10	3.35	1.15	24,366
<b>AMC</b>		12	41	24	13	9	↓14	3.34	1.14	4,583
<b>FORSCOM</b>		15	41	24	13	7	↓8	3.43	1.11	1,620
<b>MEDCOM</b>		13	39	23	15	9	↓13	3.32	1.16	2,568
<b>TRADOC</b>		14	43	22	12	8	↓9	3.45	1.11	2,763
<b>USACE</b>		9	37	26	17	12	↓10	3.15	1.16	5,581
<b>USAREUR</b>		18	44	17	11	9	↓4	3.50	1.19	737
<b>OTHER</b>		16	42	21	13	8	↓10	3.45	1.15	6,514

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	% Favorable	% Neutral	% Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
				5	4	3	2	1				
<b>Family Friendly Flexibilities (Importance)</b>												
96a. How important is telework/telecommuting to you?												
<b>Total Army</b>	<b>35%</b>	<b>34%</b>	<b>31%</b>	31	16	19	23	11	--	3.31	1.40	32,900
<b>AMC</b>	<b>34%</b>	<b>36%</b>	<b>30%</b>	30	15	19	24	12	--	3.27	1.41	6,510
<b>FORSCOM</b>	<b>32%</b>	<b>34%</b>	<b>33%</b>	33	14	19	23	11	--	3.35	1.43	2,004
<b>MEDCOM</b>	<b>35%</b>	<b>34%</b>	<b>32%</b>	32	14	20	22	11	--	3.33	1.41	3,432
<b>TRADOC</b>	<b>34%</b>	<b>34%</b>	<b>32%</b>	32	14	20	22	12	--	3.32	1.42	3,547
<b>USACE</b>	<b>33%</b>	<b>35%</b>	<b>32%</b>	32	16	17	23	12	--	3.32	1.43	8,207
<b>USAREUR</b>	<b>39%</b>	<b>32%</b>	<b>29%</b>	29	17	22	24	8	--	3.35	1.33	769
<b>OTHER</b>	<b>38%</b>	<b>33%</b>	<b>28%</b>	28	18	20	23	10	--	3.32	1.36	8,431
97a. How important are alternative work schedules to you?												
<b>Total Army</b>	<b>61%</b>	<b>26%</b>	<b>13%</b>	13	38	23	19	8	--	3.31	1.14	33,140
<b>AMC</b>	<b>61%</b>	<b>26%</b>	<b>13%</b>	13	39	22	18	8	--	3.31	1.15	6,578
<b>FORSCOM</b>	<b>59%</b>	<b>27%</b>	<b>14%</b>	14	36	24	19	8	--	3.29	1.16	2,033
<b>MEDCOM</b>	<b>57%</b>	<b>28%</b>	<b>15%</b>	15	35	22	19	9	--	3.28	1.18	3,453
<b>TRADOC</b>	<b>53%</b>	<b>30%</b>	<b>17%</b>	17	32	21	22	9	--	3.27	1.22	3,592
<b>USACE</b>	<b>67%</b>	<b>23%</b>	<b>10%</b>	10	43	24	16	6	--	3.34	1.07	8,243
<b>USAREUR</b>	<b>54%</b>	<b>29%</b>	<b>18%</b>	18	32	22	21	7	--	3.31	1.20	780
<b>OTHER</b>	<b>61%</b>	<b>26%</b>	<b>13%</b>	13	38	22	19	8	--	3.30	1.14	8,461

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
98a. How important are child care subsidies to you?										
<b>Total Army</b>		65	12	8	11	5	--	4.22	1.23	32,950
<b>AMC</b>		67	9	7	12	5	--	4.21	1.26	6,557
<b>FORSCOM</b>		68	10	8	9	4	--	4.29	1.19	2,003
<b>MEDCOM</b>		63	14	9	9	4	--	4.24	1.19	3,444
<b>TRADOC</b>		69	9	7	10	5	--	4.27	1.23	3,577
<b>USACE</b>		64	12	8	11	5	--	4.18	1.27	8,186
<b>USAREUR</b>		56	19	9	12	5	--	4.09	1.23	774
<b>OTHER</b>		64	13	8	11	4	--	4.23	1.20	8,409
99a. How important are employee assistance programs to you?										
<b>Total Army</b>		24	18	17	27	14	--	3.10	1.39	32,738
<b>AMC</b>		27	15	16	28	15	--	3.10	1.45	6,480
<b>FORSCOM</b>		21	20	18	29	12	--	3.07	1.34	1,997
<b>MEDCOM</b>		21	22	18	25	13	--	3.14	1.35	3,432
<b>TRADOC</b>		23	20	17	27	13	--	3.14	1.37	3,545
<b>USACE</b>		24	15	17	28	16	--	3.03	1.42	8,144
<b>USAREUR</b>		18	27	21	24	11	--	3.17	1.27	774
<b>OTHER</b>		23	20	17	26	13	--	3.15	1.37	8,366

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	% Favorable	% Neutral	% Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
				5	4	3	2	1				
100a. How important are health and wellness programs to you?												
<b>Total Army</b>	<b>62%</b>	<b>30%</b>	<b>8%</b>	8	38	24	20	10	--	3.14	1.14	32,778
<b>AMC</b>	<b>58%</b>	<b>34%</b>	<b>9%</b>	9	34	24	21	12	--	3.05	1.18	6,497
<b>FORSCOM</b>	<b>63%</b>	<b>30%</b>	<b>8%</b>	8	41	22	21	9	--	3.17	1.11	1,989
<b>MEDCOM</b>	<b>65%</b>	<b>28%</b>	<b>8%</b>	8	41	24	18	10	--	3.19	1.12	3,414
<b>TRADOC</b>	<b>63%</b>	<b>28%</b>	<b>9%</b>	9	39	24	20	9	--	3.19	1.12	3,552
<b>USACE</b>	<b>60%</b>	<b>31%</b>	<b>9%</b>	9	35	25	21	10	--	3.11	1.14	8,178
<b>USAREUR</b>	<b>70%</b>	<b>25%</b>	<b>6%</b>	6	47	23	17	8	--	3.26	1.05	771
<b>OTHER</b>	<b>63%</b>	<b>28%</b>	<b>8%</b>	8	40	24	19	10	--	3.18	1.12	8,377
101a. How important are support groups to you?												
<b>Total Army</b>	<b>28%</b>	<b>40%</b>	<b>32%</b>	32	15	13	24	16	--	3.24	1.50	32,848
<b>AMC</b>	<b>25%</b>	<b>40%</b>	<b>34%</b>	34	12	13	24	17	--	3.24	1.53	6,520
<b>FORSCOM</b>	<b>30%</b>	<b>40%</b>	<b>30%</b>	30	16	14	26	14	--	3.21	1.47	2,005
<b>MEDCOM</b>	<b>36%</b>	<b>37%</b>	<b>27%</b>	27	20	15	22	15	--	3.22	1.44	3,433
<b>TRADOC</b>	<b>29%</b>	<b>38%</b>	<b>33%</b>	33	16	13	24	14	--	3.30	1.48	3,557
<b>USACE</b>	<b>24%</b>	<b>42%</b>	<b>34%</b>	34	11	12	25	17	--	3.20	1.54	8,168
<b>USAREUR</b>	<b>33%</b>	<b>35%</b>	<b>33%</b>	33	18	15	21	13	--	3.35	1.45	772
<b>OTHER</b>	<b>30%</b>	<b>38%</b>	<b>32%</b>	32	16	14	23	15	--	3.27	1.48	8,393

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
102a. How important are elder care programs to you?										
<b>Total Army</b>		41	13	12	20	13	--	3.47	1.51	32,697
<b>AMC</b>		41	13	11	21	14	--	3.47	1.52	6,493
<b>FORSCOM</b>		37	15	12	23	13	--	3.39	1.49	1,994
<b>MEDCOM</b>		38	15	14	20	13	--	3.46	1.48	3,420
<b>TRADOC</b>		39	15	12	21	13	--	3.46	1.49	3,538
<b>USACE</b>		40	12	12	20	15	--	3.41	1.54	8,129
<b>USAREUR</b>		47	12	11	18	11	--	3.67	1.49	771
<b>OTHER</b>		43	14	12	19	12	--	3.56	1.48	8,352

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
<b>Family Friendly Flexibilities (Availability)</b>			
96b. Is telework/telecommuting available to you?			
<b>Total Army</b>			
Yes	17%	---	5,500
No	47%	---	15,558
Don't Know	36%	---	12,059
<b>AMC</b>			
Yes	14%	---	912
No	47%	---	3,112
Don't Know	39%	---	2,555
<b>FORSCOM</b>			
Yes	14%	---	275
No	50%	---	1,015
Don't Know	36%	---	733
<b>MEDCOM</b>			
Yes	14%	---	488
No	43%	---	1,494
Don't Know	43%	---	1,487
<b>TRADOC</b>			
Yes	14%	---	512
No	45%	---	1,631
Don't Know	40%	---	1,451
<b>USACE</b>			
Yes	25%	---	2,055
No	42%	---	3,423
Don't Know	33%	---	2,757
<b>USAREUR</b>			
Yes	14%	---	112
No	53%	---	411
Don't Know	33%	---	254
<b>OTHER</b>			
Yes	14%	---	1,146
No	53%	---	4,472
Don't Know	33%	---	2,822

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
97b. Are alternative work schedules available to you?			
<b>Total Army</b>			
Yes	58%	↓3	19,231
No	29%	0	9,759
Don't Know	13%	↑3	4,211
<b>AMC</b>			
Yes	60%	↓10	3,961
No	28%	↑3	1,862
Don't Know	12%	↑7	768
<b>FORSCOM</b>			
Yes	57%	↓6	1,154
No	32%	↑4	641
Don't Know	11%	↑2	232
<b>MEDCOM</b>			
Yes	44%	↓2	1,531
No	40%	↑3	1,383
Don't Know	16%	↓2	564
<b>TRADOC</b>			
Yes	49%	↓4	1,775
No	36%	↑2	1,295
Don't Know	15%	↑2	530
<b>USACE</b>			
Yes	70%	↑5	5,784
No	19%	↓7	1,574
Don't Know	11%	↑2	898
<b>USAREUR</b>			
Yes	30%	↑10	234
No	53%	↓3	409
Don't Know	17%	↓7	134
<b>OTHER</b>			
Yes	57%	↓4	4,792
No	31%	↑2	2,595
Don't Know	13%	↑3	1,085

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
98b. Are child care subsidies available to you?			
<b>Total Army</b>			
Yes	8%	---	2,451
No	32%	---	10,237
Don't Know	61%	---	19,582
<b>AMC</b>			
Yes	10%	---	616
No	28%	---	1,777
Don't Know	63%	---	4,020
<b>FORSCOM</b>			
Yes	7%	---	135
No	32%	---	634
Don't Know	61%	---	1,185
<b>MEDCOM</b>			
Yes	7%	---	239
No	32%	---	1,082
Don't Know	61%	---	2,030
<b>TRADOC</b>			
Yes	7%	---	259
No	30%	---	1,056
Don't Know	62%	---	2,170
<b>USACE</b>			
Yes	6%	---	479
No	33%	---	2,691
Don't Know	61%	---	4,905
<b>USAREUR</b>			
Yes	11%	---	82
No	36%	---	273
Don't Know	53%	---	407
<b>OTHER</b>			
Yes	8%	---	641
No	33%	---	2,724
Don't Know	59%	---	4,865

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
99b. Are employee assistance programs available to you?			
<b>Total Army</b>			
Yes	39%	---	12,769
No	8%	---	2,509
Don't Know	53%	---	17,493
<b>AMC</b>			
Yes	39%	---	2,513
No	7%	---	426
Don't Know	55%	---	3,563
<b>FORSCOM</b>			
Yes	37%	---	738
No	7%	---	144
Don't Know	56%	---	1,114
<b>MEDCOM</b>			
Yes	27%	---	937
No	10%	---	353
Don't Know	62%	---	2,136
<b>TRADOC</b>			
Yes	29%	---	1,043
No	9%	---	310
Don't Know	62%	---	2,199
<b>USACE</b>			
Yes	58%	---	4,726
No	4%	---	329
Don't Know	38%	---	3,099
<b>USAREUR</b>			
Yes	34%	---	260
No	12%	---	93
Don't Know	54%	---	413
<b>OTHER</b>			
Yes	30%	---	2,552
No	10%	---	854
Don't Know	59%	---	4,969

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
100b. Are health and wellness programs available to you?			
<b>Total Army</b>			
Yes	57%	---	19,001
No	13%	---	4,433
Don't Know	29%	---	9,641
<b>AMC</b>			
Yes	57%	---	3,772
No	13%	---	821
Don't Know	30%	---	1,972
<b>FORSCOM</b>			
Yes	50%	---	1,005
No	15%	---	296
Don't Know	36%	---	723
<b>MEDCOM</b>			
Yes	52%	---	1,817
No	15%	---	514
Don't Know	33%	---	1,135
<b>TRADOC</b>			
Yes	47%	---	1,677
No	15%	---	541
Don't Know	38%	---	1,375
<b>USACE</b>			
Yes	70%	---	5,798
No	11%	---	884
Don't Know	19%	---	1,545
<b>USAREUR</b>			
Yes	65%	---	504
No	11%	---	89
Don't Know	23%	---	182
<b>OTHER</b>			
Yes	53%	---	4,428
No	15%	---	1,288
Don't Know	32%	---	2,709

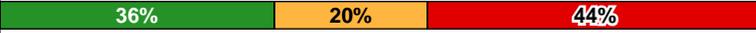
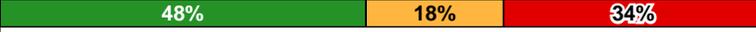
**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
101b. Are support groups available to you?			
<b>Total Army</b>			
Yes	25%	---	8,052
No	12%	---	3,725
Don't Know	64%	---	20,489
<b>AMC</b>			
Yes	27%	---	1,714
No	9%	---	604
Don't Know	64%	---	4,118
<b>FORSCOM</b>			
Yes	25%	---	498
No	11%	---	215
Don't Know	64%	---	1,245
<b>MEDCOM</b>			
Yes	29%	---	970
No	12%	---	417
Don't Know	59%	---	1,984
<b>TRADOC</b>			
Yes	23%	---	804
No	11%	---	375
Don't Know	66%	---	2,302
<b>USACE</b>			
Yes	21%	---	1,706
No	12%	---	931
Don't Know	67%	---	5,407
<b>USAREUR</b>			
Yes	38%	---	290
No	12%	---	92
Don't Know	49%	---	372
<b>OTHER</b>			
Yes	25%	---	2,070
No	13%	---	1,091
Don't Know	62%	---	5,061

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
102b. Are elder care programs available to you?			
<b>Total Army</b>			
Yes	9%	---	2,855
No	16%	---	5,126
Don't Know	76%	---	24,970
<b>AMC</b>			
Yes	10%	---	675
No	15%	---	961
Don't Know	75%	---	4,918
<b>FORSCOM</b>			
Yes	10%	---	203
No	13%	---	269
Don't Know	77%	---	1,541
<b>MEDCOM</b>			
Yes	8%	---	269
No	16%	---	549
Don't Know	76%	---	2,619
<b>TRADOC</b>			
Yes	10%	---	371
No	13%	---	473
Don't Know	76%	---	2,727
<b>USACE</b>			
Yes	8%	---	623
No	16%	---	1,303
Don't Know	76%	---	6,266
<b>USAREUR</b>			
Yes	9%	---	70
No	18%	---	140
Don't Know	73%	---	563
<b>OTHER</b>			
Yes	8%	---	644
No	17%	---	1,431
Don't Know	75%	---	6,336

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Pct Fav Diff from 2001	Mean	Std Dev	Valid N
		5	4	3	2	1				
<b>Career/Retirement Plans</b>  103. I am willing to relocate geographically for a promotion.										
<b>Total Army</b>		19	24	19	20	18	--	3.05	1.38	32,112
<b>AMC</b>		16	20	20	22	22	--	2.87	1.39	6,387
<b>FORSCOM</b>		18	21	21	21	18	--	3.01	1.37	1,980
<b>MEDCOM</b>		17	23	19	22	19	--	2.98	1.38	3,354
<b>TRADOC</b>		17	23	19	22	19	--	2.96	1.38	3,462
<b>USACE</b>		16	26	21	20	18	--	3.01	1.34	7,981
<b>USAREUR</b>		46	29	11	9	5	--	4.02	1.18	763
<b>OTHER</b>		23	25	18	19	15	--	3.23	1.39	8,185

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
104. Select the response that best matches your career plans:			
<b>Total Army</b>			
I intend to look for other employment outside of the Army.	13%	---	4,274
I intend to look for other employment within the Army.	25%	---	8,199
I intend to stay in my current organization.	62%	---	20,518
<b>AMC</b>			
I intend to look for other employment outside of the Army.	10%	---	668
I intend to look for other employment within the Army.	23%	---	1,496
I intend to stay in my current organization.	67%	---	4,376
<b>FORSCOM</b>			
I intend to look for other employment outside of the Army.	10%	---	193
I intend to look for other employment within the Army.	28%	---	566
I intend to stay in my current organization.	62%	---	1,261
<b>MEDCOM</b>			
I intend to look for other employment outside of the Army.	12%	---	412
I intend to look for other employment within the Army.	29%	---	1,009
I intend to stay in my current organization.	59%	---	2,039
<b>TRADOC</b>			
I intend to look for other employment outside of the Army.	8%	---	285
I intend to look for other employment within the Army.	30%	---	1,058
I intend to stay in my current organization.	63%	---	2,239
<b>USACE</b>			
I intend to look for other employment outside of the Army.	14%	---	1,160
I intend to look for other employment within the Army.	14%	---	1,119
I intend to stay in my current organization.	72%	---	5,905
<b>USAREUR</b>			
I intend to look for other employment outside of the Army.	17%	---	132
I intend to look for other employment within the Army.	46%	---	361
I intend to stay in my current organization.	37%	---	285
<b>OTHER</b>			
I intend to look for other employment outside of the Army.	17%	---	1,424
I intend to look for other employment within the Army.	31%	---	2,590
I intend to stay in my current organization.	52%	---	4,413

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
105. How long do you expect to continue working for your organization?			
<b>Total Army</b>			
More than 5 years	44%	---	14,629
4–5 years	16%	---	5,240
1–3 years	30%	---	9,964
Less than 1 year	10%	---	3,386
<b>AMC</b>			
More than 5 years	47%	---	3,070
4–5 years	18%	---	1,176
1–3 years	28%	---	1,839
Less than 1 year	8%	---	504
<b>FORSCOM</b>			
More than 5 years	41%	---	833
4–5 years	17%	---	351
1–3 years	32%	---	643
Less than 1 year	10%	---	208
<b>MEDCOM</b>			
More than 5 years	46%	---	1,596
4–5 years	14%	---	484
1–3 years	29%	---	1,000
Less than 1 year	11%	---	397
<b>TRADOC</b>			
More than 5 years	43%	---	1,553
4–5 years	17%	---	614
1–3 years	30%	---	1,091
Less than 1 year	10%	---	355
<b>USACE</b>			
More than 5 years	55%	---	4,520
4–5 years	16%	---	1,286
1–3 years	23%	---	1,892
Less than 1 year	7%	---	544
<b>USAREUR</b>			
More than 5 years	15%	---	114
4–5 years	11%	---	88
1–3 years	48%	---	379
Less than 1 year	26%	---	201

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
105. How long do you expect to continue working for your organization?			
<b>OTHER</b>			
More than 5 years	35%	---	2,943
4–5 years	15%	---	1,241
1–3 years	37%	---	3,120
Less than 1 year	14%	---	1,177
106. Select the response that best matches your retirement plans:			
<b>Total Army</b>			
I plan to leave before retirement.	5%	---	1,522
I am undecided about staying beyond my retirement eligibility date.	33%	---	11,072
I plan to stay beyond my retirement eligibility date.	23%	---	7,516
I would take an early out, if offered.	17%	---	5,528
I plan to retire as soon as eligible.	23%	---	7,588
<b>AMC</b>			
I plan to leave before retirement.	3%	---	187
I am undecided about staying beyond my retirement eligibility date.	32%	---	2,085
I plan to stay beyond my retirement eligibility date.	23%	---	1,523
I would take an early out, if offered.	19%	---	1,231
I plan to retire as soon as eligible.	24%	---	1,566
<b>FORSCOM</b>			
I plan to leave before retirement.	3%	---	67
I am undecided about staying beyond my retirement eligibility date.	33%	---	668
I plan to stay beyond my retirement eligibility date.	25%	---	506
I would take an early out, if offered.	18%	---	362
I plan to retire as soon as eligible.	21%	---	431
<b>MEDCOM</b>			
I plan to leave before retirement.	6%	---	216
I am undecided about staying beyond my retirement eligibility date.	35%	---	1,226
I plan to stay beyond my retirement eligibility date.	21%	---	721
I would take an early out, if offered.	17%	---	580
I plan to retire as soon as eligible.	22%	---	754

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
106. Select the response that best matches your retirement plans:			
<b>TRADOC</b>			
I plan to leave before retirement.	3%	---	112
I am undecided about staying beyond my retirement eligibility date.	34%	---	1,237
I plan to stay beyond my retirement eligibility date.	25%	---	914
I would take an early out, if offered.	15%	---	548
I plan to retire as soon as eligible.	22%	---	798
<b>USACE</b>			
I plan to leave before retirement.	5%	---	385
I am undecided about staying beyond my retirement eligibility date.	34%	---	2,793
I plan to stay beyond my retirement eligibility date.	22%	---	1,782
I would take an early out, if offered.	17%	---	1,416
I plan to retire as soon as eligible.	23%	---	1,873
<b>USAREUR</b>			
I plan to leave before retirement.	10%	---	78
I am undecided about staying beyond my retirement eligibility date.	33%	---	259
I plan to stay beyond my retirement eligibility date.	22%	---	171
I would take an early out, if offered.	11%	---	86
I plan to retire as soon as eligible.	24%	---	183
<b>OTHER</b>			
I plan to leave before retirement.	6%	---	477
I am undecided about staying beyond my retirement eligibility date.	33%	---	2,804
I plan to stay beyond my retirement eligibility date.	22%	---	1,899
I would take an early out, if offered.	15%	---	1,305
I plan to retire as soon as eligible.	23%	---	1,983
107. I plan to retire in:			
<b>Total Army</b>			
More than 5 years	73%	---	23,018
4–5 years	13%	---	4,168
1–3 years	12%	---	3,687
Less than 1 year	2%	---	708

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
107. I plan to retire in:			
<b>AMC</b>			
More than 5 years	67%	---	4,311
4–5 years	16%	---	1,006
1–3 years	14%	---	919
Less than 1 year	2%	---	155
<b>FORSCOM</b>			
More than 5 years	69%	---	1,354
4–5 years	15%	---	298
1–3 years	13%	---	263
Less than 1 year	2%	---	44
<b>MEDCOM</b>			
More than 5 years	77%	---	2,524
4–5 years	12%	---	392
1–3 years	9%	---	286
Less than 1 year	2%	---	62
<b>TRADOC</b>			
More than 5 years	70%	---	2,424
4–5 years	15%	---	525
1–3 years	13%	---	440
Less than 1 year	3%	---	89
<b>USACE</b>			
More than 5 years	75%	---	5,865
4–5 years	12%	---	962
1–3 years	11%	---	836
Less than 1 year	2%	---	168
<b>USAREUR</b>			
More than 5 years	84%	---	582
4–5 years	8%	---	54
1–3 years	7%	---	50
Less than 1 year	2%	---	11
<b>OTHER</b>			
More than 5 years	75%	---	5,958
4–5 years	12%	---	931
1–3 years	11%	---	893
Less than 1 year	2%	---	179

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
<b>Feedback on Survey Results</b>			
108. I have seen my command or installation results from the last Army Civilian Attitude Survey (2001).			
<b>Total Army</b>			
Yes	15%	---	5,053
No	64%	---	21,273
Don't Know	21%	---	7,013
<b>AMC</b>			
Yes	15%	---	974
No	63%	---	4,194
Don't Know	22%	---	1,444
<b>FORSCOM</b>			
Yes	20%	---	417
No	62%	---	1,263
Don't Know	18%	---	364
<b>MEDCOM</b>			
Yes	13%	---	458
No	67%	---	2,352
Don't Know	20%	---	693
<b>TRADOC</b>			
Yes	9%	---	316
No	75%	---	2,703
Don't Know	17%	---	606
<b>USACE</b>			
Yes	24%	---	1,980
No	48%	---	3,984
Don't Know	28%	---	2,296
<b>USAREUR</b>			
Yes	8%	---	62
No	81%	---	633
Don't Know	11%	---	88
<b>OTHER</b>			
Yes	10%	---	846
No	72%	---	6,144
Don't Know	18%	---	1,522

**Civilian Employees – FY03  
Total Army and 7 MACOMS**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Pct Diff from 2001	Valid N
109. My organization has taken action based on results from the last Army Civilian Attitude Survey (2001).			
<b>Total Army</b>			
Yes	5%	---	1,540
No	14%	---	4,697
Don't Know	81%	---	27,042
<b>AMC</b>			
Yes	5%	---	311
No	14%	---	933
Don't Know	81%	---	5,363
<b>FORSCOM</b>			
Yes	6%	---	124
No	16%	---	330
Don't Know	78%	---	1,587
<b>MEDCOM</b>			
Yes	5%	---	162
No	14%	---	487
Don't Know	81%	---	2,847
<b>TRADOC</b>			
Yes	3%	---	119
No	14%	---	516
Don't Know	82%	---	2,983
<b>USACE</b>			
Yes	6%	---	514
No	13%	---	1,035
Don't Know	81%	---	6,692
<b>USAREUR</b>			
Yes	3%	---	24
No	12%	---	94
Don't Know	85%	---	665
<b>OTHER</b>			
Yes	3%	---	286
No	15%	---	1,302
Don't Know	81%	---	6,905